Local Government SERVICE

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NOTES AND COMMENTS

The Officer's Place in Defence

THE period of post-crisis reaction and drift is rapidly ending and every day now brings evidence of further heavy demands on the local government officer and the public in the name of national defence. But the officer still awaits that clear indication of his place in the machine that is essential if he is to prepare adequately. What is the value of his joining, say, the Territorial Army if his duty is to control local A.R.P.? Or, conversely, what good purpose will be served by undertaking elaborate A.R.P. training if, as soon as war comes, he is to be conscripted for active service?

There is hope that we may soon have an answer to these and similar questions. Sir John Anderson has already indicated to N.A.L.G.O. his appreciation of the problem and his expectation of early and more definite guidance.

Evacuation Problems

HAPPILY, too there are indications now that, in drawing up his measures, Sir John is prepared to give more attention to the views of local government officers than did the Committee of M.P.'s over which he presided earlier in the year. That Committee examined 57 witnesses, including four representatives of the Federation of Women's Institutes, three each of the Women's Co-operative Guild and the Women's Voluntary Services, and individual members of other women's organisations—but not a single representative of a local authority outside the L.C.C. This omission is the more startling in view of the committee's recommendations that "the procedure making for the greatest efficiency and despatch is for an existing machine such as the local authority organisation to be used," and that "local authorities should provide the executive organisation required in the areas." It provides a striking illustration of that Governmental neglect of the viewpoint and experience of the people most vitally concerned to which we refer in our leading article.

Position of Officials

ONE recommendation, made in paragraph 104 of the Report, is perplexing. It suggests that the billeting and incidental organisation should be carried out by persons appointed as paid officials of the reception authority and adds: "there should be a statutory obligation on these officials to carry out the duties imposed upon them."

During the crisis the suggestion was made at certain private conferences that the clerks of local authorities should, in effect, be appropriated by the Government and detached from their ordinary status and responsibilities to their councils. While it is understood that this procedure has since been rejected, it would be interesting to know what reasons dictated proposals of this kind. Any attempt to separate officers from the authorities with which they are so intimately connected would be fraught with grave risks for the smooth running of democratic government—assuming, of course, that democracy is to continue to find a place in intensive A.R.P. procedure.

A New Deal for Children

IT is to be hoped that, in drawing up its final plans, the Government will give consideration to the bold scheme presented by Sir Robert Evans at an educational gathering in Scotland the other day.

Briefly, the scheme provides for the building, all over Britain, in the country and near the sea, of specially designed permanent children's garden villages, for children alone. To these villages, equipped with flower and vegetable gardens, poultry farms, a dairy, and cottages, all "as beautiful and appropriate to their setting and surroundings as the wooden chalets in

Switzerland or the wooden shacks in Scandinavia," whole schools would be taken for a month every year, producing and preparing their own food as far as possible, doing their own gardening, cooking, mending, and laundry-work, looking after livestock, and working, studying, eating, and sleeping in the open air. During school holidays the villages would be occupied by members of a League of Youth which all children would automatically enter on leaving school.

In peace time the plan would restore to childhood that natural heritage of the soil of which the industrial revolution has so largely robbed it; in war time it would solve the problem of child safety. The cost, as Sir Robert pointed out, might well be less than that of a single battleship—and it would rapidly be repaid a hundredfold by its abundant benefits of increased health and happiness.

Meat for the Listener

A NUMBER of branches, scattered as far afield as South Wales, Coventry, Leeds, and Dewsbury, have now formed radio listening groups to hear and discuss the series of talks being broadcast from the Welsh Regional station on "Getting and Spending the Rates," and there seems little doubt that the experiment has proved a great success. A member of one group, for example, writes:

"The talks . . . are excellent . . . and to the layman they are probably full of meat. My own opinion is that their value lies not so much in the discussion afterwards, as in the fact that they make us think more about the problems of administration than before. We are very glad we organised a group."

For the benefit of these groups, and of others which we hope will be formed, the B.B.C. is planning further series of talks on administrative problems. One, beginning on January 9, will be on schools, treated from the point of view of the parent. This will be broadcast on the National wavelength, and will thus be audible all over the country. Another, of which details are not yet available, will be on local government, this time from the North Regional. Here is a fine opportunity for branches in the North.

Public Relations Progress

PUBLIC Relations is slowly beginning to make an impression outside the Service, and there is growing evidence of a more adequate appreciation of the work of local authorities and their officers. The latest example to come to our notice is interesting, since it appears in a leading article in the November number of "Kemps Gazette," a trade journal widely read by accountants and business men.

"We serve under two masters in the matter of government," the article states, "the central authority at Westminster and the local authority which issues rate demand notes. Ordinarily, the circumstance escapes any general attention; it is only when local elections are held, or a demand is made which seems unusually onerous, that the average citizen spares a thought for our secondary, decentralised governors. Yet to them are delegated wide and important powers which seem always to increase in scope and variety.

"The average individual . . . takes his water supply, his municipal omnibus or tram, his Corporation electricity, market halls, and swimming baths, as natural to his local landscape as the clouds floating above it."

N.A.L.G.O. and the National Theatre

N.A.L.G.O. members will be proud to learn that the Association is to be commemorated for all time in the National Theatre which, after many years of talk, is at last to find a home in South Kensington.

This honour we owe to the generosity of Mr. Sydney Walton, for some years our Adviser on Public Relations. When, with the appointment of a Public Relations Officer at Headquarters, the need for Mr. Walton's services ceased, the National Executive Council voted a hundred guineas for a presentation in recognition of the great work he had done on its behalf. Mr. Walton declined a gift, suggesting that he would be happier were it to be devoted to the endowment of a seat in the theatre in the Association's name.

This has now been done, and we are sure that readers generally will applaud Mr. Walton for a gesture that will be remembered long after a more conventional gift would have been forgotten.

Officers on the Council

WHY is it that retired local government officers so rarely engage in the work for which experience has best fitted them, by seeking election to local councils? A happy exception to the regrettable rule is provided by Mr. D. E. Richards, former Town Clerk of Finsbury, who recently stood as an Independent candidate at Bournemouth, defeating the sitting member for his ward by a record majority of 814 votes in a record poll of 52 per cent. Let other retired officers ponder his example.

But it is not only as elected representatives that members of N.A.L.G.O. are entering wider fields of service. One at least, Miss Mary Watt, a member of the staff of the London and Home Counties Joint Electricity Authority, has attained the highest civic honour by becoming Mayoress of Woolwich, acting at the side of her father, Mr. T. Watt, the new Labour Mayor. We wish Miss Watt a most successful year of office.

It's an Ill Wind——

THE crisis has brought praise for local authorities and their officers from many quarters, some of them surprising. For example, who would have expected a ratepayers' association not only to express unanimous appreciation of the work of the Council, but to send a letter to the town clerk recording the fact? That is what was done at Coulsdon the other day.

The Council passed on the bouquet when the libraries staff unanimously refused a holiday offered them in recognition of the vast amount of extra work they had put in. A similar attitude was taken by the staff at Hornchurch, which declined an offer of four days' holiday, and probably at other places.

Small things, these, but important, for they help to create that atmosphere of goodwill and confidence essential for the performance of good work. Like most ill-winds, the crisis blew some good.

A Happy Christmas

And on this agreeable note we close, wishing all our readers a most happy Christmas.

CONSULT THE OFFICER!

LOCAL government officers have often asked themselves why they are so seldom called into consultation before Parliament or the Executive prescribes the administrative means for legislative ends. The expert advice upon which the Crown must finally rely is that of the Civil Service. Nothing in constitutional practice, however, appears to preclude consultative contacts; and it is strange that the views of experts in local administration should not regularly be taken when measures are to be entrusted to it, when doubt arises as to the preferability of central or local administration, or, above all, when careful dovetailing of central and local activity may be called for.

Much has happened in recent months (in A.R.P., but not only in that) to prompt renewal of the question and to arouse a sense of its growing urgency. There is much within the knowledge of the Service that leads to a belief that recent administrative planning might have been better had the advice of experienced local government officers been sought.

Consultation with persons and bodies possessing specialised knowledge has lately become so much a habit of government that it is difficult to see why there should not be resort, on appropriate administrative problems, to the local government officer, or, for that matter, to the Association of which he is a member. Resort to this Association would set no precedent. Precedents already exist in plenty. We frequently hear of consultations with industrial unions, and with the Congress to which the majority of them are affiliated. The claim of an Association such as ours is stronger, since its objects include such as are professional in the fullest sense. Its members unite, not only to protect legitimate occupational interests, but to further the art of public administration, to improve the calibre and extend the knowledge of the local official, and to develop his professional sense and standards; in order that the Service, like the learned professions, may become a repository of specialised knowledge and experience, available to society for society's essential ends. If, as we believe, local officials are actuated by public spirit in the discharge of their duties, and not merely by the "cash nexus," their union in this Association gives that public spirit corporate expression, and—what is the point here—renders it speedily mobilisable in the service of democracy and democratic government.

The value of the advice the Service could contribute is surely beyond question. In its store of knowledge and experience of local administration the Service is unrivalled. Its authority, in a sphere which looms ever larger in matters of the gravest national concern, is, with all respect to our Civil Service colleagues, greater than theirs, not less. The days are going, if not gone, when the calibre of the local government service could rightly be reckoned inferior. If the high administrative officer of the Crown must necessarily have been a University product of some brilliance, the principal officer of an important local authority must be a man of high professional qualification or attainment, is probably also a University man, and, if of the latest generation of officer, can probably show in addition a specialist qualification in Public Administration. Above all—for it is most distinctive and not least important in the comparison—the local government chief gains his experience and carries out his work "in the field"—on the battleground, that is to say, of the social, economic, and personal forces to which public administration must be adapted, and which will provide it with its final test.

The local government officer runs small risk of being deadened by the tasks of routine. He can trust his job, so varied in its ordinary range, so enlivened by the novel accretions of to-day, to keep alive his freshness of mind and his capacity to assay afresh the resources at his disposal and the methods the hour demands.

Can the counsels of men who possess the qualifications and experience and who live in the stimulating environment we have indicated, safely be disregarded in solving administrative problems—in an age in which almost all questions resolve themselves, at some stage, into that kind of problem?

The particular case of A.R.P. is very much in point in considerations such as these. Practically the whole problem of A.R.P. *organisation* resolves itself into the adaptation of existing machinery to vast and largely unfamiliar ends. As we said last month, local government officers believe that the machinery of local government *can* be so adapted. The ways in which adaptation can be made, the organs most adaptable, the exact limits to which adaptation can go, the points at which resources need to be supplemented, or at which new links may have to be forged—are not these matters on which the first advice one would expect to be asked would be that of the man who knows and runs the machine?

We are well aware that it is a settled custom to consult the Associations of Local Authorities in matters of local government; and we have already expressed in this column the frank view that in matters purely administrative this is neither the same thing as consultation with the local government officer nor the equivalent of it. We see no reason why the local authorities—and the first loyalties of the local government officers are to them—should not welcome consultative references to their officers on problems of local administration. With the approval of the authorities, officers have sometimes given evidence before Royal Commissions, have sometimes been appointed members of such bodies, and have sometimes been appointed to Departmental Consultative Committees. What we suggest is no unprecedented step, but the development of spasmodic and casual action into consistent and regular practice, over the whole field of local administration. The sole motive of the suggestion is the public spirit active in the Service—and the natural prompting of that spirit to assist those who rule for the benefit of those who are ruled.

TOWNS RUN BY COUNCIL-MANAGER

2. How the American System Operates: the Ideal Chief Officer

By D. B. TWEEDY

In his first article, in our October number, Mr. Tweedy, an American expert on local government administration, surveyed the background of the "Council-Manager" plan, now celebrating its thirtieth anniversary in the United States. In this second article he shows how the plan works, and describes the qualities of the ideal Council-Manager

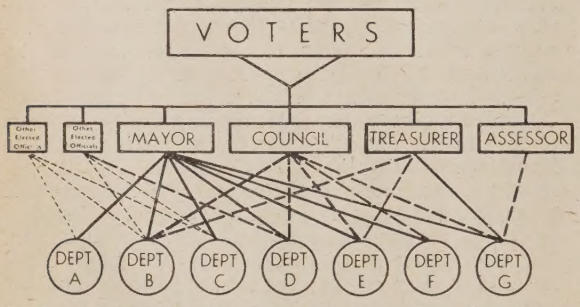
IN discussing the formal organisation structure under which the Council-Manager system operates, it might prove advantageous to consider for a moment the organisation charts given below.

In each of these diagrams the heavy black lines represent direct administrative responsibility, the heavy dotted lines represent partial or joint responsibility and the light dotted lines represent subordinate or minor responsibility. By tracing these lines from their origin downward to their destination it is easy to see what sort of overlapping and confusion of responsibility is possible under the various organisation schemes.

Chart "A" represents what is known as the Mayor-Council type of organisation. It will be noted that there are several elected officers with little or no collective responsibility. The mayor is charged with the function of directing the executive services, but jurisdiction over many administrative affairs is shared by other elected officers. With relatively independent boards to complicate matters further, it is easy to see how an almost uncontrollable tendency towards uncoordinated administration developed and paved the way for the adoption of the Commission Plan.

Chart "B" represents the scheme of organisation under the Commission Plan where collective legislative determination as well as individual administrative responsibility are distributed among the members of the council. From this diagram it will be observed that a situation not unlike that discovered by the recent Ministry of Health inquiry into the Croydon typhoid outbreak is within the realm of possibility and in most cases actually exists.

Turning now to Chart "C" we see the graphic interpretation of the lines of authority that exist under the Council-Manager plan. Here we observe that there are no overlapping functions and that lines of administrative responsibility are direct. A council is selected on a non-partisan basis with a mayor as the honorary head of the authority. The council selects a qualified executive to head the administrative branch of the unit of local government. He, in turn, selects subordinates along civil service lines and delegates to them such administrative responsibilities as may come within specified spheres, according to the departmental distribution of functions. The keystone of this system is that the city manager is the administrative head of the executive structure, and the council looks to him alone for the effective handling of the business of providing governmental services. By changing, on Chart "C," "voters" to "stockholders," "council" to "board of directors," "city manager" to "managing director," and so on, it will be seen that this method of organisation represents an exact duplication of the plan almost universally used by industrial corporations to-day.

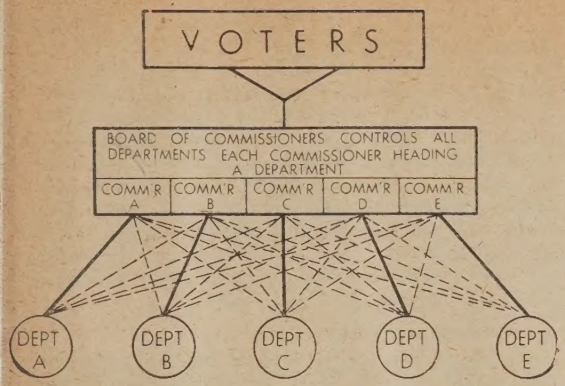


A. Administrative Responsibility under "Mayor-Council" organisation.

Non-Partisan Administration

The spread of the Council-Manager plan since its creation in 1908 is indicative of the new attitude to municipal affairs in America, and a recognition of the demand for trained executive ability which the planning and direction of the intricate programmes of modern municipal administration require. The *appointive executive* provided by the Council-Manager plan is its one unique feature. Most of the other details of Council-Manager charters and laws, such as the short ballot, modern budgetary procedure, and kindred devices for ensuring stability and the elimination of partisan and "boss" rule are also found in other schemes of local government organisation. The Council-Manager plan opens the way for non-partisan administration of municipal services by trained and experienced chief executives, and during the thirty years since the plan was first adopted, these executives have gradually developed professional standards.

One of the outstanding factors that has contributed to the "professionalisation" of the position of city manager has been the spontaneous desire on the part of members of the profession, as well as of students of local government, to set up a central organisation of a "professional society" character to serve as a clearing house of information and an educational and research agency. The International City Managers' Association exists for this purpose. Much as in N.A.L.G.O., leadership is supplied on a democratic basis and the association is able to encourage and promote a wholesome and enthusiastic interest in local government on



Administrative Responsibility under the Commission Plan

the part both of members of the profession and of the public.

Correspondence courses dealing with technical as well as with the more commonplace aspects of government work, annual national conferences, district meetings, a central library and literature distribution system, an official journal, an advisory service, travelling fellowships for advanced study and observation, and the like, are part of the work carried on by the association.

The association is interested in the selection of a city manager in a particular city only to the extent that a qualified person be appointed. It does not recommend or seek the appointment of a particular candidate. It does not concern itself either with the form of government under which a city operates or with the individual appointed by the council as city manager. These matters of policy are the concern of the particular community and council. The association takes no part whatever in campaigns for the adoption of the Council-Manager plan. Its main purpose is to aid the improvement of local government administration by encouraging local officials to adopt improved administrative practices and techniques that will enable them to render more effective service to their communities at minimum-cost levels.

Qualities of an Administrator

Much has been said and written about the training and qualifications for city managership. No attempt has been made to fix hard and fast rules or to establish a standardised programme of training, but for several years the matter has been under examination. In a recently published report, a special committee set up by the International City Managers' Association points out that administrative work comprises the following objective qualities:

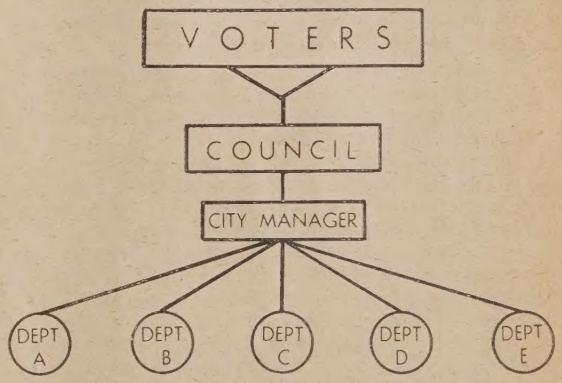
Analysis and synthesis;
Judgment and decision;
Ability to determine priorities;
Initiative;
Organisational leadership;
Skill in handling public relations;
Technical knowledge; and
Professional attitude.

Just which and to what degree these qualities can be cultivated and disciplined in an institution of higher learning is a question surrounded with controversy. With the single exception of technical knowledge, universities are unable to supply adequate instruction. Until the psychological and biological sciences reach a higher degree of perfection, there seems little doubt that the other qualities will have to be acquired by observation, practice, and constant exposure to the practical variations of human nature. This does not mean, however, that much constructive work cannot be accomplished by including in the university curriculum a comprehensive treatment of administrative problems, principles, and techniques. At the present time several American universities are accomplishing desired results by maintaining special departments dealing with problems of public administration. At the same time, technical training is being supplemented with specialised courses dealing with the public administrative aspects of those technical fields.

Experience and Ability First

A third approach to the problem of training is found in the "in-service" or "post-entry" educational programmes that are gaining widespread recognition. Like the extension and correspondence courses made available by N.A.L.G.O., many of the universities, as well as professional organisations, are actively engaged in promoting standards of service along kindred lines. Unlike the legal training that is almost universally desired for the chief administrative post in the local authority in England, administrative experience and ability are given prior claim under the Council-Manager plan. At present the prevailing background of the profession is education and/or experience in engineering. Like advice on medical or educational problems, legal advice is provided by a specialist in this field, rather than by the administrative head of the executive organisation.

To review the outstanding success that one may observe by examining the details of the development and accomplishment of Council-Manager government in particular American cities would require more space than is here available. Likewise, to treat the circumstances of the less successful attempts to make the system work in two or three questionable localities would require a detailed account of the political and



C. Administrative Responsibility under City Manager organisation.

social conditions accompanying them. Without intending to select sample accomplishments that are rare, or ideal for purposes of illustration, a few examples will make clear what has been found possible under this scheme of governmental organisation.

By increased efficiency, by removing that top layer of needless expense which is stacked on to the tax bill of every city where a political machine is in control and *by filling jobs and awarding contracts on the basis of service to the public instead of service to the party machine or a political boss*, the city of Cincinnati, Ohio, was able to save its citizens over £300,000 between 1925 and 1927.

Within these two years Cincinnati's streets were made so smooth that salesmen complained that they were unable to find places to demonstrate the efficiency of automobile springs. Of course, any city may pay for street paving and other improvements, but before 1925 the people of Cincinnati paid for them without getting them !

Dayton, Ohio, reduced the cost of garbage and refuse collection from 10s. 5d. to 6s. 5d. per ton, and a modern garbage reduction plant was constructed that became self-sustaining.

Fort Worth, Texas, set up a system of central purchasing of all departmental supplies and equipment and saved the city government from 10 to 20 per cent. on all items purchased for use in the government service.

On petrol alone, tank-car purchases reduced the price per gallon by 1¼d. Here, too, paving was made the subject of administrative " rehabilitation " and it was found possible to reduce the costs by 20 per cent. although the thickness of the concrete was increased from five to six inches, and a richer mixture used. A conservative estimate puts the money saved on street paving in four years at more than £3,200. Similar savings were made in other engineering work, as well as in other departments.

The " Typical " City Manager

The city managers are not miracle workers ; most are hard-working, full-time-and-then-some, practical men with an unusual and alluring chance of promotion. The few examples of outstanding success that are briefly surveyed above does not mean that there are no exceptions. There are, and will probably continue to be, a few odd cases where the Council-Manager plan has been adopted but where the people have elected the old political crowd to the council and the council has either chosen a local chronic job-holder as manager or has made miserable the life of an imported experienced man by petty nagging and cheap politics.

In the previous paragraphs we have seen how the idea of the appointive executive developed ; given a graphic interpretation of his relationship to council, staff and public ; analysed the position and qualifications of city manager ; and outlined the provisions made for his professional training and the activities of the professional organisation of city managers. It would be impossible, in the space available, to present even a summary of the progress made during the thirty years since the city of Staunton, Virginia, established the first real working unit of this kind. But the description of a " typical " city manager may prove interesting.

Data compiled by the International City Managers' Association shows that the " typical " city manager graduated from a recognised secondary school and studied some branch of engineering at a university or college. He then engaged in the engineering profession and attained one or more public positions—usually an administrative post, such as a department head. He was holding a public position when he received his first appointment as a city manager, at the age of thirty-seven. He was probably a resident of the city to which he was appointed. He has served as a city manager for seven years, is married, and now receives an annual salary of between £600 and £4,000.

An Administrator's Day

He is a member of the International City Managers' Association and of at least one local civic organisation. He subscribes to " Public Management," journal of the Association, and to three other professional or technical journals. If his working day is eight hours—the " official " working day, but one which seldom holds true—the " typical " city manager spends two hours interviewing callers; 1½ hours holding conferences with department heads or attending council meetings ; 1½ hours making outside inspections of municipal activities ; 50 minutes preparing official reports, and 40 minutes handling correspondence.

Using the last four years as a sample, the " typical " city manager sees an average of 60 of his colleagues leave the profession each year, by way of resignation to accept other governmental posts, ousted by their councils, or accepting otherwise classified positions in the local authority due to changes in the system. These separations are more than offset by an average increase of approximately 57 city managers entering the profession from outside, seven promoted from one city to another, with a corresponding increase in salary and responsibility, and fourteen former city managers receiving appointments. Between 1908 and 1937 such promotions, appointments, and reappointments totalled 239.

NUMBER AND PERCENTAGE OF COUNCIL-MANAGER CITIES (1)

Population Group	Number of cities in group (2)	Cities with Council-Manager Plan	
		Number (3)	Per cent of plan
1,000—2,500	3,087	62	2.0
2,500—10,000	2,184	187	8.6
10,000—25,000	589	03	17.5
25,000—50,000	179	40	22.4
50,000—100,000	98	27	27.6
over 100,000	93	17	18.3
TOTALS	6,230	436	6.83

(1) From " The Municipal Year Book," 1938, of America, page 144.
(2) Excluding 23 " townships " listed by the United States Bureau of the Census as " urban places."
(3) Excluding seven American counties, three American townships, 14 Canadian cities, four Irish cities, one Puerto Rican city, and eight American cities of less than 1,000 population which appear in the " Directory of Approved Council-Manager Cities " in the 1938 " Municipal Year Book."

"WHAT DOES NALGO DO?"

—asks the new member

A perfectly reasonable question—yet one to which no adequate answer can be given. The figures below provide some indication of the volume of work carried out by Headquarters during the year now ending. But, impressive as they are, they represent no more than a fraction of the whole. They take no account of the vast amount of labour put in by divisional organising secretaries and their staffs, by the hundreds of district and branch secretaries, by the thousands of correspondents for education, public relations, and the ancillaries, by the tens of thousands of individual members who devote a large proportion of their leisure to the Association's work. Such work cannot be assessed, save in its results.

In the 12 months ended December 31 Headquarters will have :

Received and dealt with 350,000 letters and dispatched 900,000 letters and parcels ;

Made 35,000 telephone calls, and received 85,000 ;

Made dispatches to branches weighing three tons, prepared and duplicated agendas and minutes weighing one ton, and printed 435,700 documents ;

Used 6,500 miles of paper, one foot wide, in printing 1,353,000 copies of "Local Government Service" ;

Drawn 38,000 cheques and issued 57,000 receipts ;

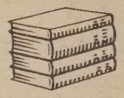
Paid £23,660 through the Benevolent and Orphan Fund, including £14,000 to 360 widows, £5,000 to 200 members, £1,900 for 30 orphans, £350 for 300 Christmas hampers, and £2,410 in loans to those in distress ;

Arranged for 80 films to be shown to 7,000 members ;

Secured 10,000 column-inches of newspaper space for articles, letters, and news bulletins ;

Dealt with 1,414 legal cases (up to October 31), including 48 on Compensation, 31 on Conditions of Service, 1,107 on Superannuation, and 228 on General Questions (other than cases in which action is taken or Counsel's opinion obtained) ;

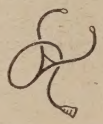
Dealt with 14,500 correspondence course answer papers ;



Loaned 875 books to students ;

Provided 1,004 students with educational courses, including 400 Relieving officers, 370 candidates for the N.A.L.G.O. Examination and 234 for the I.A.R.V.O. Examinations ;

Dealt with 10,000 service conditions inquiries ;



Paid £34,000 in claims through the Nalgo Approved Society ;

Paid £13,700 in claims for life, fire, and motor insurances ;

Paid 3,250 claims totalling £19,000 through the Nalgo Provident Society ;

Advanced £900,000 to 1,400 mortgagors in the Nalgo Building Society ;

Arranged holidays for 6,500 ;

Sold 10,103 articles for sports and other wear ;

Provided facilities for members to spend £60,000 through the thrift scheme.

BOLTON'S 100 YEARS

By M. J. E. CLARK

BOLTON recently commemorated the centenary of its incorporation as a borough on October 11, 1838. The celebrations aroused public interest in the work of local government and gave the citizens an excellent opportunity of becoming more familiar with the services provided by their town council.

The first event was a civic garden party at Smithills Hall on July 16 and 20 when 40,000 people paid for admission and declared it the best sixpennyworth they had ever had.

Later, the "Cavalcade of Bolton" was produced by Miss Eva Callebaut and performed in the Queens Park, Bolton, on seven occasions, by 1,250 citizens. More than 20,000 people witnessed the spectacle. Sir Cyril Entwistle, M.P., stated that it was fully the equal of any West End show he had ever seen.

An account published by the "Bolton Evening News" read:

"By a series of episodes recalling events grave and gay we had moved forward through a century of time. Not all the events of that century can be looked back upon with pride, but it is right that we should have been reminded of them if only for the chastening of our spirit. But now we had been invited to turn our thoughts and hopes to the future, and reminded that it lies with youth. The torch of progress had been handed over to "one of the least of these" a little boy who, between the vast throngs of people, held it aloft in one hand, and with the other grasped the hand of a little girl, as if they, together, would lead Bolton forward to higher achievements and better days."

The Centenary Exhibition was visited by nearly 28,170 people despite the fact that as a result of the international crisis, instructions were received from the authorities, after only four days, to dismantle and clear the Exhibition that same day. As a result, thousands of ratepayers and school children were excluded.

WORKING MODEL of a 20-ton bus elevator at the transport stand.

Considerable interest was shown by the public in the stands of the various departments, which were very well arranged, and reflected great credit on the officers who turned demonstrators and orators with such ability and enthusiasm. The most interesting exhibits were:

Working models of sewage plant; gas plant, showing all stages of producing gas, and the extraction of by-products; and twenty-ton bus elevator;

Historical relics of old Bolton, including its Charter of Incorporation;

Ericsson police call boxes, and air raid precaution demonstrations;

Examples of good and bad housing; examples of bug infestation and methods of destruction; destruction caused by rats; diseases found in animals; methods of clean milk production; analysis of food and water—apparatus from public analyst's laboratory;

A free cinematograph film showing activities of the public health department; and

Display of books from the libraries department, with "Bolton 1838-1938. A Centenary Record of Municipal Progress," published by the centenary celebrations sub-committee and written by the chief librarian, H. Hamer, F.L.A. The book is divided into two parts: the first is a strictly chronological account of the development of the town from the granting of the Charter to the present day, whilst the second is a description of the present functions of the Corporation.

This book, together with the impressions received at the exhibition, made the ratepayers conscious of the many splendid services provided by the Town Council, and there is no doubt that the rates will be paid with far better grace than previously.

A banquet and a firework display were also cancelled on account of the grave international situation.

As described in a previous number, at a happy, informal meeting attended by the Mayor, Mayoress, Sir Cyril Entwistle and Sir John Haslam (Bolton's M.P.s), the Town Clerk, and the officers of the branch, the president of the branch, Mr. J. Mitchell, presented the Mayor with a silver tray which will be kept in the Mayor's parlour.

The celebrations were closed with services of thanksgiving in Bolton churches, when all denominations joined in prayer "that His goodness may continue to bless us in all honest endeavour for the welfare of men and for the weal of this Town."

Photographs by courtesy of the "Bolton Evening News."

Branch Magazine Page **Edited by Norman H. Rogers**

THIS YEAR, NEXT YEAR

OF the six hundred and fifty odd branches of N.A.L.G.O. only forty have been discovered producing magazines or broadsheets. It is astonishing that so few branches have realised the enormous value of the magazine as a medium for promoting interest in staff matters, and as a recruiting agent.

Branch executives should consider some of the merits of a journal. For instance, without any widening influence members are inclined to adopt a departmental attitude: a magazine provides a healthy liaison between departments, presenting the activities of the branch as a whole. Isolationism is destroyed. Through a local journal individuals begin to emerge from the mass personnel of watertight sections. The junior officer can become as well-known within the branch as a principal officer vice-president. The "under £250" man can voice his opinions. All are, therefore, encouraged to take a more keen and active interest in N.A.L.G.O.

By means of a journal a strong body of support can be created for the executive. Secrecy—an atmosphere of which sometimes surrounds the work of an executive through lack of systematic contact between the ordinary member and his representative—is avoided, and better understanding established. Through the magazine, the old, old question: "What is N.A.L.G.O. doing for me?" can be answered confidently and effectively.

Expense is no bar to production. Magazines may be economically produced at relatively low costs. Many branches already produce periodicals by duplicating, for example, "The Guilder" (Guildford) and "Calling Croydon" (Croydon). This process may be carried out by voluntary effort, and could be well developed in small branches. Others issue printed journals which are a credit both to the branch and N.A.L.G.O. Of these, two outstanding examples are "The Usksider" (Newport, Mon.) and "The Civist" (Glasgow). Another branch successfully arranged for a local advertising agent to produce a magazine free of charge. Branches have no excuse for letting slip the wonderful opportunity of promoting wholehearted support for N.A.L.G.O. by this method.

To assist in the creation of local journals, a Branch Magazine Information Exchange has been established to supply information to those interested, and the suggestion that branches should, during 1939, carefully consider the idea of introducing a journal is earnestly commended.

This year there are forty magazines; next year—it is up to you.

WHY NOT RUN A SPORTS SUPPLEMENT?

By Frank Silvester, Sports Editor of "Calling Croydon."

FOR the purpose of this article I will consider that you are contemplating commencing a "sporting supplement" to your local magazine which appears quarterly, or if you have a monthly magazine, a "quarterly sports supplement," and that you have a fairly energetic athletic club.

In sports news it is essential to be up-to-date. Further, it is not possible for one man to keep in touch with all the sporting events which occur. You may overcome this, by having a "staff"; in other words, someone in each section of the club to get the "dope." For obvious reasons, the sectional secretary is the man.

Assuming the last edition has just been despatched, the general editor will give you, say, ten pages for the next sports news edition. Allocate six pages as follows:

1. Sports editorial.
2-3. A leading article by the president, chairman, or other well-known member. If you have an old international, obtain some of his reminiscences, humorous for preference. Articles such as "How to Play Football" are to be avoided, as similar material may be obtained from the local library.
4-5. People like to see their names in print. Give a page or two in series form on the abilities and eccentricities of certain members; some humour needed here. These pages could be varied with a complete life history of each member of the club's managing committee, or each secretary.
6. If you have an artist, give a full page of caricatures, of the football or swimming teams in action.

Barring the editorial, these pages can be prepared well beforehand.

Now, the rest of the pages are devoted to sectional news and results. This must be left till the last possible moment. A chat with each of your "staff" about a month before issue, impressing upon them that their matter must be *news*, will bring you a mass of material of little interest to a person not actually participating in the section. It is your job to put these results into an interesting "write-up," or story. Results can go in at some part of the "write-up." The important points to remember are:

Keep away from past events, unless they can be written-up, i.e., a criticism or a glowing account of the dramatic society's last performance;

Aim at making the sports supplement interesting to non-sportsmen; and

Write up something in each edition, but avoid always doing this yourself, unless you are able to vary your style.

POINTS FROM RECENT NUMBERS

A LOCAL JOINT COMMITTEE is the subject of an article by W. Cecil Wood, A.C.I.S., divisional secretary of the North Eastern and Yorkshire districts. It points out that a local joint committee is an essential feature in practical Whitleyism and that national provincial and local joint committees are linked in a common purpose, each undertaking responsibilities according to the sphere of operations to which it is related. The article appeared in "Quarterly Review," issued in Bradford, and was reproduced under the exchange scheme, in "The Usksider" of the Newport (Mon.) branch.

"The Usksider" needs a particular word of praise, for it is a model of magazine production, easy on the eye, and tastefully illustrated.

"The Brent Geese," a lively departmental journal of the clerks' department at Brentwood, made its debut on November 1. With it, we hope, has been born the idea of a branch magazine, for, in the hands of D. B. Brown, the instigator, such a magazine could be the life and soul of the branch. Alan S. Hay, the branch secretary, writes that it is only intended as a joke. It's certainly a good one.

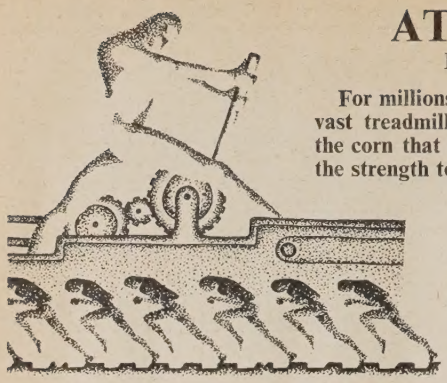
CHANGE OF EDITOR

Welwyn Branch: "THE CAMPUS"

Now edited by "The Campus Committee," Council Offices, Welwyn Garden City.

AT RANDOM

By "HYPERION"



For millions of human beings civilisation is a vast treadmill worked by weary feet to grind the corn that makes the bread that gives them the strength to work the treadmill.

Raymond Fosdick.

MAYOR'S CORNER

TOSSING THE GAVEL

The Mayor, bringing his gavel down with a thwack, ordered that the Council should proceed to the next business.—(Morning paper.)

I like a mayor who is not afraid to use his gavel, and it is a fact too little known that in localities where the council is composed of rugged and unruly people the mayors always have a very large gavel, heavily weighted with iron.

Of such a kind was the gavel with which the Mayor of Fogborough split the great oak council table from stem to stern on the night of the row about the renewal of the contract for the roast-chestnut vendors outside the gasworks.—*H. B. Morton, in "Gallimaafry."*

* * *

LETTER TO A STOMACH

Dear Stomach,—While reading through the papers I came across an item which might interest you.

Alderman J. Baldwin, teetotal Lord Mayor Elect of Nottingham, who has refused to allow intoxicants to be served at any Mayoral banquet, said to a reporter :

"My wife, who does not go as far as I do in refusing trifle in case there is sherry in it, agrees that I am doing the right thing."

As you have so frequently complained of my behaviour and deplored my lack of consideration when bolting snacks at parties and sending down drinks you find difficult to deal with I am wondering how you would like to be Alderman Baldwin's stomach ?

Alderman Baldwin has been a teetotaler all his life. Therefore his stomach has never been made unhappy by acid conditions

caused by alcohol. No doubt he has also had regular meals and taken his time over them.

Such a stomach might well be called immaculate. It has never sinned, nor has it been tempted to sin. As it has never been outraged even by a spoonful of cooking sherry in the trifle it should not only enjoy perfect health, but be happy in the consciousness of rare virtue.

On the other hand it may feel that it has missed something. It may be acutely aware of the fact that it has never lived.

A night out may be uncomfortable for stomachs, but at least it is an experience. We appreciate things only by comparison. A stomach that has never been ill may not be able to enjoy the glow of health.

I apologise for putting these problems to you so soon after a party, but the matter is of interest to all stomachs and your comments would be welcome.

Yours sincerely,

N. GUBBINS.

Dear Sir,—In reply to your letter I have to say that stomachs as a whole do not envy Alderman Baldwin's stomach. We are very fond of trifle with sherry in it and to us it seems niggardly to deprive a stomach of a little pleasure.

Moreover we believe that alcohol in reasonable quantities is good for us. We believe that anything we enjoy is good for us. What we object to is being wrenched away from a warm fireside these cold nights and being dragged off, empty, to parties with nothing but gin and nuts and fog coming down.

We also believe that stomachs become stronger through adversity and only acquire character through suffering, though as far as I am concerned I think I have acquired enough character to last me a lifetime.

Sincerely,

Your Stomach.

Nathaniel Gubbins in the "Sunday Express."

HOWLER

"Three mayors-elect born in the same village." A mayor's nest.

* * *

A Prospect of Retrospect

When I think how time will pass
Until this Now is turned to Then,
Like smoke that fades within a glass
Seem the curled fancies of my pen.

For this year's sturdy discontent
Will read in words a boy mis-spelled,
When I have weighed the Much life meant
Against the Little that it held.

Edward Davison.

* * *

Defining Democracy

Here is an authentic definition of democracy made the other week by M. Stauning, the broad-shouldered, full-bearded Danish Prime Minister, to a Nazi propagandist who tried to wean him from his democratic faith.

Asked by the Nazi what he found in social-democracy that could not be provided by National-Socialism, M. Stauning said :

"Well, when I go home at night I like to buy my own choice of an evening paper and to read what I want. I like to turn on the radio and listen to what I want to hear, and, when I go to church, I like to attend the particular form of service which appeals to me.

"But if you want to know what I really prize in democracy, it's this : When I'm wakened up by a tumbril rattle in the streets in the early hours of the morning, I know it's only the milkman."

ABSENT MINDS

Some Outstanding Examples of Forgetfulness Culled from Recent News Columns

Locale	*Forgetter*	*Forgetfulness*
Aberdeen	Jascha Heifetz	He left a Guarnerius and a Stradivarius at a railroad-station restaurant.
Northampton, Massachusetts	Smith College professor	He arranged a party in honour of Secretary Perkins, and when the guests assembled, realised he had forgotten to invite her.
Topsfield, Massachusetts	Chauffeur	After having the gas tank filled, he drove off, leaving his employer behind at the filling station.
Wilmington	Construction superintendent	He announced he had completed the preparations for the Swedish tercentenary celebration, but had to call the workmen back when he found he had forgotten to put up the speakers' stand.
Wyoming	Camper	When he arrived in Wyoming to start on a camping trip, he discovered he had left his entire camping equipment at his home in Colorado.
Williamsport, Pennsylvania	Postmaster	In preparing a list of licence numbers of cars parked illegally around the Federal Building, he included his own.

W. E. Farbstein, in the "New Yorker."

otalitarian Politics "

among the political stories circulating word of mouth in dictator countries, a urite is about three men sitting on a ch.

One, who was reading a newspaper, laimed: " Tch, Tch ! "

The second glanced at the paper and d: " Tch, Tch ! "

Whereupon, the third rose and said: " If you fellows are going to commit dangerous folly of talking politics, n off."

* * *

ther Knows Best

quote the following from the soul-rching work of a writer in a Sunday vspaper:

" 'I don't understand politics,' says my nderful mother . . . . But there seems be a warm note of motherhood in her e when she speaks of dictators.

" 'But is Hitler a *nice* man, dear ? " asks."

* * *

id-Ake Cure

Take green hemlock that is tender, d put it in your Socks, so that it may lie nly between them and the Soles of your t; shift the Herbs once a day.

The Hon. Robert Boyle (1718 A.D.)

* * *

nticlimax Department

The recent marriage of President and rs. Roosevelt's youngest son, John, aves no single child left in this family, e four sons and one daughter all being arried. And not one of these five children e liquor in any form, and if they ever do dulge they go about it very incon-icuously.

From the Napoleon (Ohio) " Northwest-ews."

* * *

evity

Financiers support a State as the rope pports a hanged man.—*Montesquieu.*

" Verboten ! "

" Free lessons on how to, and how not to, make love are being given twice a week at the Battersea Town Hall for pupils between the ages of sixteen and twenty-five. But holding hands in class is not allowed." *From the news.*

* * *

Oysters

Now that there's an " r " in the month let me quote a short extract from Hector Bolitho's entertaining book: " The Glorious Oyster."

" In the record of the opinion of Dr. Baxter, quoted by Dr. Johnson, we read:

" ' Living oysters are endowed with the proper medicinal virtues; they nourish wonderfully, and solicit rest; for he who sups on oysters is wont on that night to sleep placidly; and for the valetudinary afflicted with a weak stomach, oppressed with phlegm or bile, eight, ten, or twelve raw oysters in a morning, or one hour before dinner, is more healing than any drug or mixture that the apothecary can compound.'

" But Dr. Johnson was prejudiced against oysters, and even compared scalloped oysters to ' children's ears in sawdust.' Thackeray said that eating an oyster was like ' swallowing a naked bab' ".

* * *

Definitions

CONSULT: To seek another's approval of a course already decided on.

PATIENCE: A minor form of despair, disguised as a virtue.

PEACE: In international affairs, a period of cheating between two periods of fighting.

EGOTIST: A person of low taste more interested in himself than in me.

From " The Devil's Dictionary " by Ambrose Bierce.

Advice to the Young

" Don't keep telling her that you are unworthy of her. Let it be a surprise."

* * *

A.R.P.

" *In these inventive days it is strange that gas-masks are so truly hideous, and that apparently no efforts have been made to substitute a less repulsive shield for these most necessary safeguards.* "

—Reader writes to Editor.

Well, yes, we suppose it is rather strange now you come to mention it. A really chic gas-mask would turn a raid into quite a social event, wouldn't it ?

" What a perfectly dinky little model you're wearing, darling ! " a smart girl would say, rushing out of her flat and meeting a friend on the stairs. " Wherever did you get it ? "

" Oh, I had it made at War Clothes, Ltd., " her friend would reply. " Exclusive, isn't it ? "

" Absolutely *le dernier cri*, darling ! " the first girl would say. " I'm afraid I look an awful little frump in this old thing."

And then, we dare say, a rude policeman in a perfectly hideous regulation mask would give these two well-dressed girls a push and topple them into the cellar.

We mean to say, the world is full of vulgar materialists, isn't it ?

Maurice Lane-Norcott.

* * *

Short Ghost Story for Christmas

Late entry in my Ghost-Story-in-One Sentence Competition:

I was about to strap on my wooden leg when I remembered that they burned it after the funeral.

James Agate.

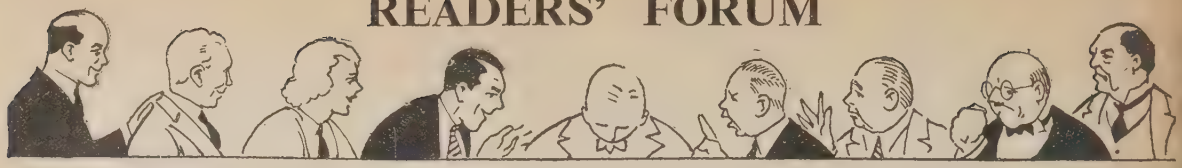
* * *

What's in a Name ?

Modest street map of Lugano, Swiss holiday spot, has key to principal buildings. " O " shows " Town Hall and Lost Propriety Office."

" Who is this fellow Whitley, anyway? "

READERS' FORUM



THE (UP)GRADING SCHEME

A Tale With a Moral

Dear Editor,—You print, I see,
The tale unfolded by F. B.
Of Brown's rise with a firm quite ready-
To recognise work hard and steady,
While all Green's efforts, it would seem,
Were baffled by a Grading Scheme.

Now let me please this tale unfold—
A tale which members new and old
Will read with sympathetic eyes,
And say, 'mid deep and heartfelt sighs,
" Ah yes, 'tis true ! How well I know it !
" I'd write the same were I a poet ! "

Young Grey showed great and deep devotion
In toiling for a Corporation,
And working hard, through hours lengthy,
Attained the age of six and twenty.
Of " Junior " Scale he reached the peak—
The sum of Three Pounds Five per week !

The years went by, and still he toiled,
Attempts at progress all were foiled.
When he at length desired to wed
He asked his Departmental Head
How he could keep his house door open
On such a miserable portion ?

For increases he asked in vain.
The answer always was the same—
" The Council could not see their way"—
He'd better try another day,
And Grey found out, and very soon,
The time was never opportune.

Now year by year, with steadfast zeal,
The N.A.L.G.O. worked hard to reveal
The serious error of their ways
To Councillors (to their amaze),
And how a Grading Scheme would be
Good for the whole community.

At last the N.A.L.G.O. won the day.
After adjournment and delay,
With dignity and calm precision,
The Council made THE GREAT DECISION.
A Grading Scheme was now to be
Prepared on their authority !

The Whitley Council then applied
For lists of tasks to be supplied.
Young Grey, with unaccustomed zest,
Sent in his list with all the rest,
And murmured, as he scanned it o'er,
" And all for Three Pounds Five—no more ! "

At last—the Scheme in operation—
The staffs showed mighty jubilation.
Friend Grey, to his delight, was moved
Into a higher altitude.
His wage was doubled on the spot,
With further increments for " swot."

Now to a villa bright and gay
Grey goes on leaving work each day.
His wife and children run to greet
Him as he toddles down the street.
And saying " Grace " for fruit and cream
He adds thanks for the Grading Scheme !

H. A. L.

KEEP IT SNAPPY!

Once again readers are allowing their letters to become excessively long, with the result that many, no less interesting than those printed, are crowded out.

Please keep your letters brief and concise. A short letter is often more effective than a long one.

This month's prize of half-a-guinea for the best letter goes to " H.A.L."

OUR NOVEMBER COVER

A Surrey Protest

As Branch Secretary to the Epsom sub-branch of the Surrey County Officers' Association, I wish to register a strong protest against the illustration displayed on the cover of LOCAL GOVERNMENT SERVICE for November.

Surely this type of publicity will do our Association more harm than good, and is not of the kind that will encourage officers to join the Association, not to mention sales. Would not an illustration showing one of the activities of N.A.L.G.O. have been more appropriate ? Shall we say a view of one of the holiday camps, or an illustration regarding the advantages obtained through the thrift section or any of the other numerous activities in which our Association participates ?

It seems to me a great pity that an Association as widely known as ours cannot think of any better illustration to put on its monthly periodical than that of little children being fitted with gas masks, which in these days of enlightened civilisation does not savour of very much intelligence. In closing, might I ask the question: " Has our education reached a stage whereby we have to display the horrors of the world instead of the beauties of nature ? "

Ashley House, Epsom. G. KING.

We agree that the picture on the November cover was a horrible one, illustrating a more horrible subject. That was why we chose it.

It symbolised the " service " which 100,000 *local government officers, many of them working* 12, 16 *and even* 24 *hours a day, were called upon to render " in these days of enlightened civilisation." That did not " savour of much intelligence "—but we cannot see the point of ignoring the fact, nor of concealing it behind pictures of holiday centres or the virtues of the Thrift Scheme.*

COST OF LIVING

N.A.L.G.O.'s Part in Inquiry

In connection with this Department's inquiry into family expenditure, we have now reached the stage at which the collection of information from individual households has been completed.

We have had a remarkable response to the inquiry, over 12,000 households having supplied budgets for each of four weeks, at quarterly intervals, and I now write to express to you, and to your Association, the thanks of the Department for your co-operation in arranging to obtain for us a series of budgets from a sample of members of your Association who, though excepted from unemployment insurance, were within the scope of our inquiry. We have very greatly appreciated the assistance which we have had both from your Association and from those of your members who were invited to supply us with particulars of their household expenditure.

As you will appreciate, much work has yet to be done in examining, tabulating, and summarising the material supplied, but we are pressing on with this work as rapidly as possible.

W. RAMSBOTTOM.
Director of Statistics.
Ministry of Labour.

THE JUNIOR'S PLIGHT

A Demand for Action

The letter from " Hopeful " will not, I fear, shake the greybeards out of their complacent armchairs and get them to help the younger officers to obtain higher salaries. But it did remind me of the sneering reference you made to the " bread-and-butter " policy of the Association, in your July issue. A man with an empty stomach has little mind to discuss the higher forms of art, and local government officers in the present stage of their history wish to discuss bread-and-butter much more than the abstract problems of local government administration.

I am 25, salary £156, nett weekly wage £2 16s. 0d. I submit, and will accept no denial, that I am of an age at which I should be able to marry, an age at which my friends—plumbers, joiners, bricklayers, electricians—are able to, and do, marry with a wage of about £3 15s. 0d. But on £2 16s. 0d. a week, am I not being restrained most effectively from doing so ?

Your note to " Hopeful's " letter is sheer impertinence, stating that apparently he doesn't remember that *twelve months ago* the Association *agreed to co-operate* with the Ministry of Labour to investigate the costs of living of persons receiving less than £250 p.a. Ye gods ! " Hopeful " had apparently forgotten ! How did you manage to commit to memory such an exquisitely vague, but wishy-washy, insolent, and procrastinating red herring ?

I do not want agreements (made twelve months ago) to co-operate in an investigation which does not even specify local government officers. I want direct action to councils and Whitley Councils, and in this connection I want it blazoned that Whitley Council scales are minima, and should always be recognised as such.

When I mention higher wages I always get some reference to " security of tenure." Why will not people realise than an employee has an absolute right to such security, that employers have obligations to staffs no less than staffs to employers,

id that this rubber-stamp phrase is othing but council-inspired propaganda o lull agitations for decent wages?

I am told that the service is "democracy's last bulwark," "a great inheritance," "a service that is greater than he staffs," and BLAH, BLAH, BLAH. came into the service after striving to nter for a long time, for it had a great ppeal to me. I have now been in it even years, and to-day I am in love with ny work to a degree that amazes even me. ut these pet phrases and such like tripe ave not yet given me a fair wage In his county, Lancashire, which, I believe, aw the birth of Whitleyism, wages are isgraceful. If an officer gets anything bove £3 the councils think he is receiving he earth, the sun, and admission to eaven.

I receive £2 16s. 0d. and I haven't far o avert my gaze to see my slightly-lower-aid comrade, the street sweeper, nor o gaze upwards to perceive my slightly-igher-paid comrade, the bus conductor.

Since I joined the service I have worked irly hard for N.A.L.G.O. As departmental orrespondent I have now a 100% membership in the department, have doubled the nembership of the Provident Society, persuaded all the married men to join the Hospital Treatment Scheme, and, as departmental correspondent and executive committee representative, have spent many ours for the other members, and, I hope, or N.A.L.GO.

And now I think that N.A.L.G.O. should o something for "LITTLE ME."

N.A.L.G.O. SPORTS COUNCIL
A Task for 1939?

In a recent issue of LOCAL GOVERNMENT SERVICE, Mr. T. F. Dunning, the Hon. Sports Secretary of the Metropolitan District, called attention to the need for a N.A.L.G.O. sports council.

It used to be a proud boast of the Association at succeeding annual conferences that a new "baby" was fostered each year. Surely it would be possible to inaugurate the suggested sports council in 1939?

No other section of the Association's activities, save, perhaps, the holiday centres, offers facilities for the rank and file to meet together.

My own branch is a large one, consisting of upwards of 900 members. We organise golf, inter-departmental cricket, bowling (teams and individual) competitions in the summer months, and we run snooker and billiards tournaments in the winter.

The difficulty I find, however, with regard to running N.A.L.G.O. cricket, football and tennis teams in outside leagues is that so many of our members are already playing for teams in the leagues we should desire to join. They are very comfortable in their present clubs, and quite a number of them are very prominent locally. We, as a branch, cannot, for the present at any rate, offer them facilities anywhere approaching those they at present enjoy, and, of course, they are lost to us. Many of the remaining members would be willing to play, but the teams would not be strong enough for the leagues we would like to enter.

Let sports be acknowledged by the Association, nationally, and I venture to suggest the position would be different.

Bolton. ARTHUR CLITHEROE

LIBRARIANS' HOURS
A Plea for Greater Uniformity

Despite the obvious enthusiams displayed for N.A.L.G.O. during the last ten years, there is still one branch of municipal service only lukewarm towards the Association—the libraries. The attitude of this department is due solely to what it considers to be N.A.L.G.O.'s indifference towards its problems of working hours and salary conditions.

The staffs of other departments can, for all practical purposes, be amalgamated when consideration is being given to their hours of service, but library staffs cannot be so categorised, and are, as a consequence, neglected. It is principally for this reason that there has developed a feeling among librarians that N.A.L.G.O. is worth while for every corporation department but their own.

Other officers can participate in social, educational, sporting, and domestic activities during their evening hours of leisure, but the librarian is denied these pleasures. When studying for his professional examinations—and the extent of the Library Association examination syllabus would probably prove an eye-opener to most other officers—he finds that he cannot settle down to work before 9 or 10 p.m., after a long day in an unhealthy atmosphere. If a married man, he has very little time to spend in the company of his wife and children.

While admitting that libraries must be open in the evenings, I suggest that greater uniformity might be introduced in hours of service, and that librarians should be released from duty:

In the morning, afternoon or evening of each day;
From 12 p.m. on Saturdays, at regular and fairly frequent intervals; and,
A minimum of two evenings per week, in addition to the weekly half-day.

Were N.A.L.G.O. to attempt to obtain a decent standard of hours for library staffs, I do not doubt that, even were it unsuccessful, its action would result in more active support from such staffs throughout the country.

LIBRARIAN.

N.A.L.G.O. has by no means neglected the service conditions of librarians in the past. Has "Librarian's" local branch been asked to consider his position?

AFTER THE CRISIS
What Should N.A.L.G.O. Do?

As you pointed out last month, countless numbers of officials have worked themselves to the bone during the crisis. Now it is over, may I suggest that N.A.L.G.O. uses at least as much energy to prevent such a thing happening again?

M. Van Zeeland, Mr. Cordell Hull, the American Banking Commission, and the League of Nations Commission on Access to Raw Materials, have all pointed out that the present economic and financial barriers are among the main causes, direct or indirect, of war. It is recognised that the first step towards destroying these barriers is a world conference attended by leading statesmen who have the power and the genuine desire to make sacrifices for peace.

I suggest that N.A.L.G.O. should immediately ascertain, by means of a questionnaire, the feelings of its members on this matter. If they agree, it could not merely recommend, but *insist* that this country take steps to call such a conference immediately. We have the power to force such a step and we should not hesitate to use it in the cause of peace.

It might be said that this cuts across our non-political attitude. It is equally true that, if N.A.L.G.O. is to be urged to put its back into the organisation for war, then it ought to be even more ready to work for the organisation for peace. Both are equally political measures.

The work for war unified a considerable body of opinion. This proposition for a world peace has unified even more opinion, national and international. N.A.L.G.O. cannot logically do other than support it.

G. S.

The Individual's Duty

At last, when long overdue, the Government is discussing the creation of a National Service Register, and many people are asking: "What shall we have to do?" It is the duty of right-minded people to give these fearful ones a lead, and it would seem fitting for such a lead to be given by those administering the local government service. There have been, and are, many voluntary organisations for national defence—the Territorial Army, Naval and Air Force Reserves, V.A.D., and, of late, A.R.P. Something for everybody, in fact. But how many have availed themselves of these facilities to play a useful part in the nation's hour of need?

Some sacrifice will be necessary, it is true. Some time must be given up and work must be done. But the time can be spared by most people, although it may entail diminution in the studies of some. And there the local authority can help by some lessening of the importance accorded to examination results.

Let us revive the volunteer spirit before we are coerced into national service, and let the local government service head the revival.

"DEFENDAMUS."

WHITHER PUBLIC ASSISTANCE
Energy and Foresight Essential

It was unfortunate that the public assistance officer who wrote the article "Will Public Assistance Disappear?" in the September number was so pessimistic.

Surely it can just as well be argued that the Local Government Act, 1929, paved the way for wider possibilities in public assistance administration and opened up new avenues of social development in local government work, which might mean the creation of a new officer—a Social Service Officer—with greatly increased status and responsibility.

What other officer in either the civil or local government services possesses powers and responsibilities similar to those of the relieving officer? The immediate relief of any person is confined solely to him. If there is delay in obtaining benefits or compensation, he is called upon to meet the deficiencies in the various social statutes. Further, the provision of surgical appliances, and of dental and convalescent home treatment, can often be supplied only by public assistance funds. There is still work to be done.

Despite Old Age Pensions Acts, the National Health Insurance Act, 1912, Workmen's Compensation Act, 1924, Widows and Orphans Act, 1926—all stated to be a further stake in the body of public assistance—the number of persons within the scope of these Acts, yet receiving public assistance, is as great as ever.

The wide range of experience of many relieving officers is such that their advice is sought upon rent restriction, child adoption, and many other matters not normally within their scope. Especially is this so in the rural areas where the relieving officer is regarded as the "poor man's lawyer." In addition there are duties capable of expansion, under such statutes as the Lunacy Acts and the Mental Treatment Act of 1930. Further scope is provided by inquiries under the Midwives Act, the Maternity and Child Welfare Act, the Blind Persons Act, and county milk schemes. In many rural areas it is found more practicable to place the duties of Registrar of Births, Deaths, and Marriages, and Vaccination Officer upon the relieving officer.

These are but a few of the many avenues offered to a profession whose officers can prove themselves alert and alive to their possibilities.

RUSSELL S. REEVE.
Relieving Officer, Norfolk C.C.

WOMEN HOUSING OFFICERS
No Desire to Oust Men

I noticed with interest T. L. C.'s letter in your November number, and I should like him to know that in contributing to the October issue I was only replying to an editorial request that women should write about their work and service conditions.

I do not believe that all women wish to push the men out of office. They only wish to see women given the opportunity of filling the executive posts in competition with men. If T. L. C. will read the Ministry of Health Circular 1740, Report on the Management of New Housing Estates, he will find that "The Minister (of Health) has no intention of suggesting the employment of one sex to the exclusion of the other on house management, but it does not appear to him that there are any functions involved which cannot adequately be performed by women of the right training and character." Further, in seeking to become members of the Institute of Housing—a different body from the Society of Women House Managers—by examination, women must sit the same papers as men.

Training is much more than a matter of weeks. Every woman should have had some previous business experience or high qualifications, and even then, should serve at least one year as a trainee before taking an assistant's post. Rapidity of promotion after that will depend on the officer herself.

T. L. C. has evidently been unfortunate in the women housing officers he has met. I do not believe that they are all haughty young women; but this is not the first time the accusation has been made, and women housing officers should consider the point carefully. It is necessary to be dignified and often firm, but these qualities should not be allowed to develop into patronage and hauteur.

M. R. SCHOFIELD.
Housing Officer.
St. Paul's House,
Corporation Street, Taunton.

Training and Qualification

Your correspondent, "T. L. C.," seems to be under the impression that Miss Schofield's article, in your October issue, refers to the training for housing management given under the auspices of the Society of Women Housing Managers (Incorporated). May I, as secretary of the society, correct this misapprehension? None of the ladies engaged in housing work at Taunton is a member of this society, nor is the society in any way responsible for the training scheme mentioned in Miss Schofield's contribution.

There is no uncertainty with regard to the training given by this society, and I shall be glad to supply full details to any inquirer who cares to write to me.

The training, which is full time, is conducted in the offices of managers who are themselves fully trained and experienced in Octavia Hill methods, and consists of both theoretical and practical work. Its duration depends upon the age, qualifications, and previous experience of the candidate, and the course of theoretical study selected. Thus, it may be as short as eighteen months in the case of a University graduate who sits for the Women House Property Managers' Certificate of the Chartered Surveyors' Institution, or as long as four years in the case of a student who entered for the B.Sc. Degree in Estate Management conferred by the University of London, or for the Professional Associateship of the Chartered Surveyors' Institution.

M. S. MILLER
(Secretary.)
Society of Women Housing Managers,
13, Suffolk Street, Pall Mall, S.W.1.

SPANISH WAR VICTIMS
Cannot N.A.L.G.O. Help?

The third winter of the Spanish War has begun, and humane people are confronted with an urgent problem—the sending of food to the undernourished women and children of Spain. Unless aid is sent, and sent quickly, thousands of young children are likely to die of starvation before the winter ends. Could not N.A.L.G.O. contribute to the national effort being made by British people this winter, to help the unfortunate families of their brother democrats in Spain?

A friendly and democratic nation is being violently assaulted by foreign Powers—Powers whose outlook is only too well expressed by the horrible attacks on the Jews, which have occurred during the past month. As members of a great national organisation, we should be alive to the imminent danger to the democratic system—the danger which the position of Spain exemplifies. Must N.A.L.G.O.'s caution against political entanglements—a wise caution in many ways—prevent the Association from expressing courageously its sympathy with the plight of Spanish democracy, and from giving effect to that sympathy?

There is more in this situation than mere self-interest. Humanitarianism demands that helpless children shall not be allowed to starve. Let us do something, before it is too late. If the N.E.C. feels that it is expressing the present wishes of the Association by taking no action, we shall be pleased to do what we can to co-ordinate unofficial assistance from its members, many of whom are well aware of the implications of the Spanish war in terms of human progress, and human lives.

A. S. BALE, L. W. COPPING,
C. G. COX, D. V. GOODWIN,
V. E. BATES, L. T. DIBBLE.
Shoreditch Branch.

CANDIDATE'S EXPENSES
An Unjustified Claim?

I was amazed to read in your November number the article referring to the candidate for an appointment who desired the Association's help in prosecuting an appeal against a County Court judgment.

As a member of N.A.L.G.O., I resent the obtaining of Counsel's opinion in a matter of this kind where, as it appears to me, the candidate's attitude was so unjustified and should have been immediately deprecated by the Association. Did this member's idea of reasonable out-of-pocket expenses include by any chance travelling and hotel expenses for his wife to enable them to confer about the housing question on the spot?

DONALD MACRAE.
40, Cochrane Street,
Glasgow, C.1.

The Legal Department is frequently asked to advise on such questions, and generally it is found that the member must be advised that he has no claim to the expenses incurred. In this particular case the member took action in the County Court and approached the Association for assistance only when, judgment having been given against him, and he, having been advised by his solicitors and their agents that the judgment was wrong, wished to appeal against it.

Although the Legal Secretary did not agree that the judgment was wrong it seemed to him advisable, in view of the advice given by the member's solicitors, to obtain Counsel's opinion so that the question could be cleared up once and for all, not only in relation to this particular case but also in relation to future queries. We reported the case for the information of other candidates who might consider themselves entitled to expenses in similar circumstances.

BENEVOLENT FUND DEBT
Why not a peace-offering?

I note that the Benevolent and Orphan fund has a deficit of over £5,000, that £18,000 has been expended and only £13,000 collected so far this year, and that future prospects are not encouraging. This is a sad reflection upon one of the largest associations of its kind in the country.

Two courses are open: make it compulsory for members to belong to the fund, and make a united appeal to past and present members to subscribe at least 1s., or more if they can afford it. To do the latter successfully, a collecting card should be sent to each branch, to be returned by a certain date—say, its general meeting.

What better opportunity is there now to show our appreciation of peace than to make so small a sacrifice to help the fund when we might have been "called up" to make the supreme sacrifice?

WILLING LIFE MEMBER.
Hythe.

At the date of going to Press the expenditure since January 1, totals £22,400 and the revenue £18,200. By the end of the year the deficit will be about £3,000.

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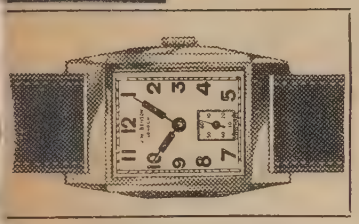

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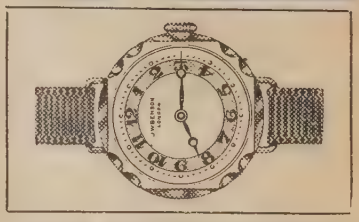

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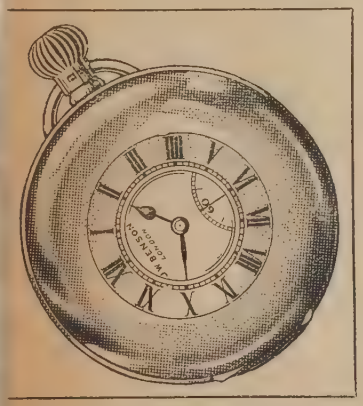

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General Secretary: L. Hill.
Deputy General Secretary, Legal Secretary and Insurance Secretary: J. Simonds, M.A., Barrister-at-Law.
Accountant: H. G. Baker.
Organising Secretary: J. B. Swinden.
Education Secretary: H. Slater, B.Sc. (Econ.), F.C.I.S.
Special Activities Secretary: H. Wright.
Public Relations Officer: A. Spoor.
Divisional Secretaries:
Metropolitan and Eastern: T. M. Kershaw, 24, Abingdon Street, S.W.1; WHItehall, 9351.
North Western and North Wales: Haden Corser, 2, Mount Street, Manchester, 2; Blackfriars 7668.
North Eastern and Yorkshire: W. Cecil Wood, 12, East Parade, Leeds, 1; Leeds 24861.
East Midland, West Midland, and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3; Central 1836.
South Eastern, Southern, and South Western: F. Thomas, Room 60, Somerset House, Reading; Reading 3880.
Scottish: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1; Douglas 404.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

June 55	September 56
July 59	October 55
August 56	November 56

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	Sept.	Oct.	Nov.
Food	40	39	40
Rent	60	60	61
Clothing	110	110	110
Fuel and Light ..	80	80	85
Other items	75	75	75

IMPORTANT DATES

December 16.—Meeting of the committees of the National Executive Council in London.

December 17.—Meeting of the National Executive Council in London.

December 25.—Renewal premiums due on "N.A.L.G.O." Household Insurance Comprehensive Bonus Policies.

CIRCULARS TO BRANCHES

October 18

(To each branch treasurer).

Circular 98. Concerning the remitting of subscriptions and the completion of summary sheets.

Circular 99. Enclosing card for notification of membership particulars.

October 31

(To each branch secretary).

100/ORG/38. Urging the formation of special women's committees on the lines of that recently established by the Yorkshire district committee and reported on the women's page last month.

101/S.A./38. (a) Enclosing list showing articles to be obtained in N.A.L.G.O. colours.
(b) Enclosing application forms in connection with Privilege Theatre Ticket Register.

102/S.A./38. (a) Enclosing supply of leaflets illustrating the N.A.L.G.O. Diary.
(b) Enclosing order forms.

103/ORG/38. Concerning the Nurses' Charter.

104/ORG/38. Regarding subscriptions payable by members.

105/ORG/38. Concerning the position of female nurses, midwives and health visitors under the 1937 Superannuation Act.

106/S.A./38. Enclosing specimen menu card prepared for issue to branches, and a selection of suggested toasts.

107/GEN/38. (a) Regarding the jubilee of the establishment of County Councils, and the coming into force of the 1937 Superannuation Act.
(b) Asking for information for the "Story of Service Conditions."

110/ORG/38. Concerning dual membership of the Registrars' Association and N.A.L.G.O.

111/ED/38 (To each branch secretary and education correspondent).
(a) Enclosing copy of general prospectus of N.C.I. Courses for the season 1938-9.
(b) Enclosing copy of prospectus in connection with N.C.I. Courses for the examinations of the Incorporated Association of Rating and Valuation Officers.

112/S.A./38 (To each branch secretary).
Regarding the sale of "Help Yourself" Annuals, and setting out form for ordering additional copies.

113/ED/38 (To each branch secretary and education correspondent).
(a) Asking for the branches' observations on the revised scheme of Post Entry Training previously circulated.
(b) Stating that the last date for receipt of applications for awards under the scholarship scheme is December 31.

November 11

108/NPS/38 (To each Provident Society correspondent). Regarding the question of the effect of aviation risks on the Hospital & Nursing Home Scheme and the Death Benefit Scheme.

109/NPS/38 (To each Provident Society correspondent).
(a) Concerning membership of the Society.
(b) Concerning a letter prepared for issue "To the Junior Officer."
(c) Enclosing revised literature and a poster.

STAFF HOLIDAYS

Headquarters offices will be closed from 5 p.m. on Friday, December 23, until 9 a.m. on Wednesday, December 28.

N.A.L.G.O. DIARY

The stock of the diaries is rapidly selling out and those members who require copies are urged to place their order with branch secretaries at once.

WINTER SPORTS MADE EASY

Join a N.A.L.G.O. Party

Particulars of the winter sports programme arranged by the Association in Switzerland for this season may be had from headquarters. Only hotels personally inspected by a N.A.L.G.O. officer have been included in the arrangements. N.A.L.G.O. parties are assured of a warm welcome and special attention at their hotels. Book up with N.A.L.G.O and make sure of every facility and added comfort. Advice before booking will gladly be given.

PARIS AND THE RIVIERA

You can have an inexpensive holiday in Paris or Mentone on the French Riviera during the winter. Mentone should have a strong appeal to retired members. Write to N.A.L.G.O. headquarters.

ADMIRABLE CHRISTMAS PRESENTS

Get a copy of the illustrated price list of sportswear and other articles in N.A.L.G.O. colours. All are good quality and make most appropriate Christmas gifts to your colleagues.

Cuff links, art silk squares, ties, pullovers, pouches, sweaters and scarves offer you a wide choice. There are belts, too, for only 2s., but only a limited number is available.

"BEANO 1938"

Will branch secretaries who have not yet remitted to headquarters the proceeds from the sale of "BEANO 1938" please do so at once. Unsold copies may now be given to a local hospital or some other place where they will be appreciated.

WHEN YOU GET A "RISE"

The suggestion contained in an advertisement on another page is intended seriously in spite of its light-hearted treatment.

If you receive an increment at the end of the year—probably as the result of the efforts of N.A.L.G.O.—would it not be a happy gesture to devote a small portion of it to the N.A.L.G.O. Benevolent and Orphan fund, for the benefit of your less fortunate colleagues and their wives and children?

You can pay your contribution to your branch secretary, or treasurer, or send it direct to the general secretary at headquarters, stating your name and branch.

A HINT TO THE COUNTIES—

Why not a Jubilee Ball?

The celebration of the County Council's Jubilee next year provides County branches with a splendid opportunity for special festivities and of helping the B. & O. Fund at the same time.

Could not all County branches arrange for the holding of a Jubilee Ball, to which leading County personalities would be invited? Such a Ball would be popular, would enhance the prestige of the branch, and should raise a good sum for the benefit of less fortunate members.

MORE SUCCESSES IN THE FIGHT FOR BETTER CONDITIONS

N.A.L.G.O.'s Work for The Officer Goes On

Maldens and Coombe.—The council recently adopted a revised grading scheme for its 70 permanent and temporary officials on the recommendation of the special (staff grading) committee.

Eight officers have received an immediate increase in salary and a higher maximum, and the maximum of two others has been increased.

An unusual feature is that the increase in the maximum of eight officers has been made with corresponding reductions in future annual increments. As it was provided that those officers would be allowed to choose between their existing scale or the new one, a number have not accepted the new scale, as over a period of years, it would amount to a reduction in earnings.

Thirty-seven permanent officials have to regard their existing salary scale as "personal to holder." When such positions become vacant less favourable scales will operate.

Burton-upon-Trent.—The council has decided that in future annual increments in grade "A" shall be £12 10s. instead of £10.

Houghton Le Spring.—The council has agreed to grade the staff in accordance with the scales submitted for the area of the north-eastern joint council. Adjustments are to be the subject of a "spread-over," but each officer affected has received an increment.

The following authorities have been interviewed recently by the Divisional Staff in the course of negotiations for salaries scales:

Hebburn U.D.C.
Hemsworth U.D.C.
Normanton U.D.C.
Rothwell U.D.C.

Stanley (Co. Durham).—Following a recent interview the council agreed to apply the Whitley Council scales when they are promulgated by the north eastern joint council.

Burnley.—As a result of an application by the divisional secretary the status of "officer," which had been threatened in respect of the inspectors of the Burnley, Colne and Nelson Joint Transport Board, has been restored.

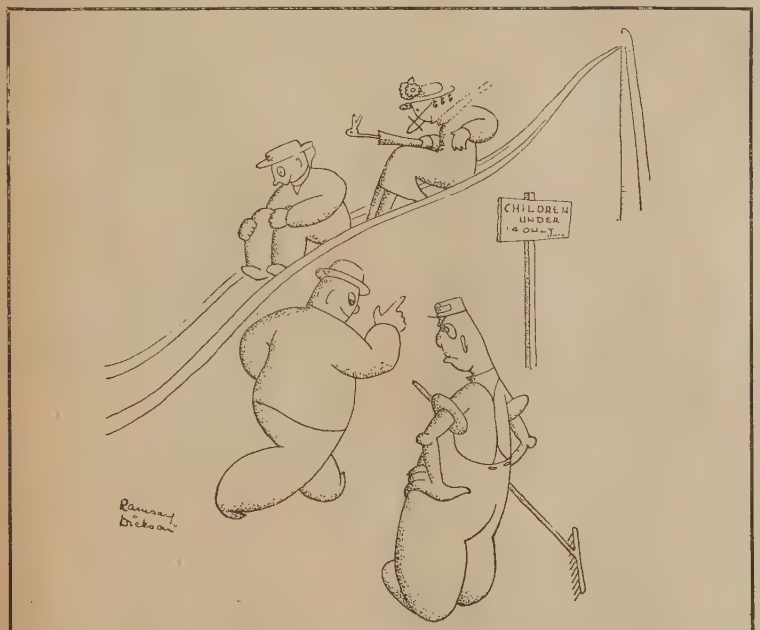
Stockport.—After representations by N.A.L.G.O., two Stockport officers were put on the appropriate scale.

Harwich B.C.—The council has adopted the Local Government and Other Officers' Superannuation Act, 1922, as from October 1, 1938, for both officers and servants.

Swansea.—The council has adopted the 1922 Act for officers as from December 31, 1938. We congratulate the branch on the result of persistent efforts.

Neath R.D.C.—The council has adopted the Act from June 1, 1938, for officers and workmen.

Burton-upon-Trent.—A resolution has been passed by the council indicating its intention to grant the annual compensatory allowance in the case of female nurses, midwives and health visitors under Section 16 of the 1937 Superannuation Act.



It's all right my good man, we're on the Playgrounds Committee

DIPLOMA IN PUBLIC ADMINISTRATION

The examination for the London Univ. D.P.A. can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

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WHAT N.A.L.G.O. PHO

On this page are a few of the entries for the p
The entry awarded First Prize appears on th
Portsmouth, for "Civic 'Dignity'" (*top le*
G. R. Hinks, Manchester, for "Off License" (*to*
right), and "Discovery" (*bottom right*); H. M
Seats . . .?" (*bottom centre*); and W. Barr, Birk

RAPHERS CAN DO

ic competition announced in September. Second Prize went to Alan E. Purches, Consolation Prizes were awarded to: P. Oliver for "Croyde's Promise" (*top* torey, Bradford, for "You want the Best or "Fishermen of England," (*bottom left*).

CALLING ALL WOMEN

How to End Apathy

THE competition, announced in the September journal, has brought some encouraging and constructive suggestions for overcoming apathy and lack of interest among women members of N.A.L.G.O.

Miss M. M. Knapp, of Slough, to whom the prize of £1 1s. 0d. has been awarded, prescribes an agreeable medicine :—

"A remedy could be found by a woman members' section being formed in every branch. This section would have its own secretary, working under the branch secretary, and could do useful work in assisting him with social arrangements, the sale of "Beanos," and other duties. It could also be responsible for a page of the branch magazine.

"Such a section would have its own meetings to discuss conditions, salaries, etc., and to formulate ideas for making itself felt in the N.A.L.G.O. world. A start could be made by appointing a woman member as secretary of the section, who would welcome newcomers so that they felt "in the swim" right from the start."

"E. H." of Bolton, strikes a stronger note in declaring :—

"Superannuation is one of N.A.L.G.O.'s greatest achievements, yet it hardly affects women employees. I doubt if one per cent. of the women who pay towards it will ever qualify to draw a pension. I know that when we leave the Service (as most of us do on marriage) our contributions are refunded, but whereas some draw interest on deposits others do not. Why then does not N.A.L.G.O. strive to equalise conditions throughout the country and ensure for all of us interest on our contributions? And why should we not enjoy the dowry system operative in the Civil Service?"

Branch "Hostesses"

To increase membership, particularly among the younger employees, Miss H. Gilbert, of Tottenham, suggests :—

"When any woman member of N.A.L.G.O. persuades another woman to join the Association, both should enjoy membership at half-rate for one year."

She also advocates special hostesses whose aim should be to make all women members, including members' wives, feel at home at social functions.

"Sheffield" would like to know why women of capability are so rarely appointed to responsible posts. "Why should a good brain be lost because it is under a woman's hat? At least give her a chance of proving her worth."

She also suggests that N.A.L.G.O. should attempt some standardisation or supervision of such policies as regrading schemes which are favourable to women clerks up to a certain age and ignore those over that age.

In offices where annual holidays are arranged by seniority single women are left with a poor choice and consequently are unable to say, in March or April, when they will be on leave. Could not a further reservation of booking be made for such cases at the Camps? An active interest by N.A.L.G.O. in women's service conditions would do much to remove indifference

"We Must Demand Action"

IN this article Mrs. A. A. Woodman, Senior Health Visitor at East Ham, and a member of the Women's Public Health Services Committee, urges women to press for better service conditions and adds a special plea for nurses shortly to retire.

Twenty years have not dimmed memories of war days when women stepped forward and filled the gaps left by the soldiers. The years 1914-18 saw a tremendous influx of women into all forms of public life. Although it was realised that many of their services were to be permanent they were not placed on a satisfactory basis. Time has partially destroyed prejudices, grading schemes have evolved, after much striving, equal conditions in qualifying examinations have been obtained in some boroughs for junior entrants into the Service. Even a few responsible administrative posts have been filled by women.

Is this a great achievement in twenty years?

Nurses' Claims

Much can be done by the proper organisation of women's work. This can be effected only by interest and pressure from the women themselves. Lady Simon, in a recent article, pointed out many positions in more interesting and responsible types of work which could adequately be filled by women. But they never will be—until women themselves insist upon a revision. N.A.L.G.O. possesses over 100,000 members. Less than 20,000 of these are women. Is it likely that 80,000 men are going to agitate for such a small minority? If we want something we should be keen enough to ask for it ourselves.

One section especially must wake up. I refer to the nurses in the service, approaching 60 years of age, who may wish to avail themselves of the provision in the Superannuation Act which provides for retirement at 60 or 55 years after 30 years' service. Some of them are going to find that the low scale of salary during the last 5 years of service precludes any such idea. Is it fair that these women, to whom the nation owes a debt—in life and health—that can never be paid, should be asked to retire upon a pension insufficient to keep them in ordinary comforts? But the remedy lies with themselves. To these pioneers of public health nursing I would suggest that no opportunity be lost in bringing forward and pressing claims for revision of scales of salary before it is too late.

Use Your Representatives

To what, then, can we look forward? To all women in the service I would say, make use of your representatives on the N.E.C.—they are there to help you. Do not fail to bring to their notice any case which requires attention. I would urge that more women be appointed to serve on the National Executive Council. Two members among fifty-six is far too small a proportion. Why not six or more? They would inevitably be able to make their influence more widely felt than two.

HOUSING REFORM PIONEER

Octavia Hill Centenary

ON December 3, 1838, a little girl was born who was to change the lives of many thousands of people. From childhood her thoughts were turned to social reform and were first directed to housing by visits to the homes of poor children. At twenty-two, she and her sister started a school. Five years later, with the help of John Ruskin, she bought for £750 three leasehold houses for conversion into tenements. Her task might well have appalled the stoutest heart. The conditions deplored by Shaw thirty years later in "Widowers' Houses" were then at their zenith. Plaster dropping from the walls, rag and paper stuffed into windows, dampness, vermin, banisters cut down for firewood, foul smells from sewage—these were the homes of the poor. She wrote to a friend: "Out of 192 windows I found only 8 unbroken." These grim buildings, the haunts of crime and drunkenness, formed the problem which occupied her life.

An idealist, capable of making her visions pay dividends, she insisted upon prompt payment of rents, believing that the credit system was the curse of the poor and a deterrent to self-respect. So successful were her methods that offers of capital poured in, and in 1884 the Ecclesiastical Commissioners handed over large properties to her management. Friends united in providing a fund which enabled her to devote her whole time to housing.

With a vision rare in those days she realised the right of every individual to colour and beauty in life, and she introduced community centres with singing classes and bands into her settlements.

Founder of National Trust

In 1873 she joined the Commons Preservation Society, which secured for Londoners the glory of Burnham Beeches. Twenty-two years later she was one of the original founders of the National Trust, well-known for the acquisition of large areas of the Lake District and other beauty spots for the nation.

This dainty little Victorian lady, so essentially feminine in dress and behaviour, refused to be handicapped by the conventions of her age. Her personal courage in entering slums where men might well have hesitated must have been great indeed. She had a high sense of responsibility—"It seems to me that a great power is in the hands of landlords; power of life and death, physical and spiritual." Her keen brain would never permit her to admit defeat, and to-day her work is carried on all over the world and thousands owe comfort and happiness to her efforts. Living at a time when an indifferent aristocracy and a complacent middle-class united in ignoring the social needs of their less fortunate brothers, her initiative brought home the moral responsibility that lies on every one of us for universal welfare.

Her centenary is commemorated in an exhibition held at Housing Centre, 13, Suffolk Street, Pall Mall, S.W., free to the public, until December 22.

Education Page

HOW TO MINIMISE YOUR STUDY COSTS

Many Facilities for the Enthusiastic Student

A LETTER was received for "Readers' Forum," but, as it had particular interest for those preparing for examinations and undertaking courses of study, it is given below:

TO THE EDITOR.

On the subject of educational loans and facilities, may I be allowed to submit to other junior members of N.A.L.G.O. a few suggestions which may help those studying for examinations who wish to secure maximum efficiency in their respective spheres yet have to consider the cost. Here they are:

Fare Grants.

County education committees usually have schemes whereby students unable to obtain tuition suitable locally may be assisted by fare grants to attend the nearest instruction centres. Grants varying up to £8 are paid, for example, in the Cheshire C.C. administrative area.

Railway Companies' Special Fare Rates.

The railway companies help by allowing students to travel at excursion and other cheaper rates to attend courses of instruction in other towns. I have been helped considerably by the facilities provided by the L.M.S. Railway Company, by which, after obtaining a written permit from the district passenger manager, I have been able to attend a university centre 50 miles away at day excursion rate — single fare for double journey—which meant a reduction of 2s. for every journey.

Bounties on Passing Examinations.

Certain local authorities follow the custom of granting bounties in the form of sums of money to those of their staff who are successful in professional and other qualifying examinations which show them to be more proficient in their particular vocation and these bounties can provide the financial base for further studies.

Use of the Public Library.

Most local authorities, urban and county, provide library facilities including arrangements for lending more expensive text books not in the usual stock kept for circulation in the district. These are obtained from a central bureau, the borrower usually paying only the cost of carriage one way. The book may be kept for a stipulated period varying from 14 to 28 days with an option to renew the loan of the book at the end of that period should the borrower require it. Also, most public libraries have a suggestion book in which borrowers may enter particulars of publications which they would like included in the library.

Time "Off."

Application to the committee controlling the department in which the student is employed for the necessary time off (e.g., half an hour off on lecture nights to catch an early train) to attend courses of instruction would rarely be disregarded by the committee if endorsed by the head of the department. Here may I add that one should not hesitate to ask advice from the departmental head as to the appropriate course of instruction.

"Local Government Service" and Students' Special Problems.

A very useful feature which I think could be included in our official journal with profit is a space for queries by students on problems which they would like elucidated and especially as to the right and most suitable courses of instruction to be adopted in individual cases. A space might also be reserved for answers to those queries from the more erudite and experienced Nalgoites who would deign to help the junior along his thorny way.

Consideration has already been given to the question of giving space in LOCAL GOVERNMENT SERVICE *for elucidating students' problems. It was felt that each individual student has his own particular problem, and that it was the duty of the coaching institution to provide solutions to these. Difficulties of one type were not common to many students, and in view of the variety of subjects and standards of training, it would not be practicable to arrange for the publication of solutions to individual problems. Advice to students on examinations will gladly be furnished by the Education Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1.*

L.G. ADMINISTRATION IN GERMANY

The lectures delivered at the Berlin Summer School have now been printed and are on sale to members at 2s. 6d. a copy. Members studying comparative government and those interested in public administration in Germany should write now for a copy, to the—
General Secretary, N.A.L.G.O.,
24, Abingdon Street, Westminster, S.W.1.

"COMPETENT BUT CALM" IS IDEAL

"There is a very great deal to be said for being evenly and continuously busy during working hours. The empty desk does not by any means indicate the calm-eyed magnate so far ahead of his work that he can keep a steady finger on the pulse of enterprise. Nor can that man be the soul of efficiency whose table groans beneath accumulated files and who feels that every opening of the door means an addition to his burden, possibly the last straw for his breaking back. Somewhere between the two there is a high water mark of competence which is never idle but never fussed."—"*The Times.*"

MORE CANDIDATES FOR D.P.A.

Diploma Course Widens Officers' Outlook

THERE has recently been an increase in the number of officers preparing for a University Diploma in public administration. The educational value of the diploma cannot be over-estimated; no University qualification can fail to be an asset when the questions of appointment or promotion are under consideration.

In addition to the material advantage in possessing the Diploma, University courses give the officer a broader outlook. The professional or technical qualification gives a man a sound knowledge of his particular work, and enables him to place his work in its true perspective in the general scheme of local government.

The diploma examination is, of necessity, one of some difficulty. It is not a textbook examination, but one for which wider reading is necessary.

Some Universities organise lecture courses for the diploma and there are various correspondence courses. It may usually be taken in two parts, and officers are advised to concentrate on part 1 first, only in special circumstances attempting the whole examination at one sitting.

The Advisory Bureau of London University is prepared to offer advice to students in connection with study for the London University diploma. In some instances technical colleges organise courses in preparation for subjects in the Diploma examination.

EDUCATIONAL NEWS

Course for Abertillery Juniors

A course of lectures conducted by Mr. H. Powell has been arranged under the auspices of the Abertillery technical instruction committee. The chief object of the classes is to provide an opportunity for junior members of the council staff to acquire a working knowledge of local government. It is found that normal courses for professional examinations are a little beyond the junior entrant and these lectures are preparatory to the time when the junior will commence study for the qualification appropriate to his department.

New Lecture Society

The newly-formed South Western Area Social Service Lecture Society is sponsoring a series of lectures for the winter season for its 170 members. At the first meeting, at Bristol, C. H. Exley spoke on "The Future of Poor Law."

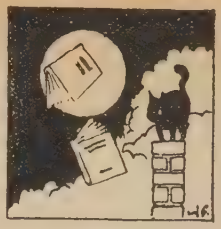
Oxford Film Lectures

The city of Oxford branch has arranged a series of monthly sound film lectures. The first was attended by 120 including the Mayor of Oxford and a number of city and county councillors. "Night Mail," "Housing Problems," and "The Face of Britain" were shown.

Coming Event

"The Law of Real Property" is the subject of a lecture to be delivered by Mr. E. M. Neville, clerk to the mid-eastern Surrey assessment committee on December 8.

FROM MY BOOKSHELF



By Jonas Praps

Drug Horror

FRANCIS CHESTER'S "**Shot Full**" (Methuen, 10s. 6d.) is an appalling record of a drug addict in autobiographical form. The writer took drugs for ten years and describes his life after he came under their pernicious influence. He lived a life of crime in England and America, ruined his home life and dragged his wife down with him. The terrible conditions of life in the under world where the trafficking in drugs is carried on, the agonies of those who, having once become addicts are deprived of it, are vividly related and the author does not spare himself. He and his wife eventually broke the habit and he became a willing instrument in the hands of the police in hunting down the traffickers.

Poets and Others

Those who are more concerned with charm of writing than movement or plot will glory in Helen Ashton's "**William and Dorothy**" (Collins, 8s. 6d.). It is a delightful book and although dubbed a novel it is really a study of the Wordsworths in particular and some of their intimate friends—the Coleridges, Southeys, etc.—based primarily upon Dorothy's diary. I would prefer to call it Dorothy and William, for the woman's point of view in this picture of the affection of a sister for her too moody brother, predominates. William would never have had the patience or perseverance to copy by hand all that he wrote. Few, if any, of the biographies of the people concerned give one so perfect a picture of the characters, their failings, loves and struggles as this "novel." Poets must be difficult to live with.

Side by side with this book I must place "**The Old Century and Seven Years More,**" by Siegfried Sassoon (Faber, 8s. 6d.). Here, too, is a charming picture of a poet—in embryo. It is autobiographical, recounting the author's early years down to the time of leaving Cambridge after failing to win the Chancellor's Medal with his poem. The picture is of his home life in the family mansion in Kent—that of his mother is excellently drawn—his nurse, governesses, tutors, and his school days at Marlborough. For a quiet evening's reading I can recommend nothing better.

Progress in Science

Ernest R. Trattner has produced a useful digest in "**Architects of Ideas**" (Harrap, 10s. 6d.). There are fifteen chapters describing great theories from Copernicus to Einstein. Dalton on the structure of matter, Malthus on population, Darwin on evolution, Marx on the economic interpretation of history, and Freud on the mind, are the principal ones. The book will serve as a useful introduction to any one of the fifteen, and includes brief biographical details.

Progress in modern science is dealt with in the series of lectures arranged by the History of Science Committee at Cambridge. These are produced in book form in "**Background to Modern Science**" (Cambridge Press, 7s. 6d.). After two introductory chapters, progress over a period of forty years in the study of physics, the atomic theory, astronomy, physiology, genetics, etc., is related in not too technical a form and as a background for future study.

The Gentle Jane

Out of a mass of material and a flood of sentiment John Lindsey has produced an excellent historical account of "**The Tudor Pawn**" (Jarrolds, 10s. 6d.). This life of Lady Jane Grey, whose character stood out among the mass of intriguers, plotters and sycophants of that day, is very readable. It leaves one indignant with the flattering turn-coats who then had the destinies of England in their hands: their characters are admirably portrayed.

He Found Adventure

The author of "**Beyond Horizons,**" Lincoln Ellsworth (Heinemann, 12s. 6d.), chose the hardships of polar exploration rather than the easy life which a parent with substantial means could have given him. His fascination with Amundsen resulted in his father financing an expedition by air to the North Pole. He later extended his lust for exploration to the antarctic. The earlier part of the book is autobiographical, but always at the back of his mind was the idea of conquering the polar regions.

We English

W. J. Blyton, in "**We Are Observed; A Mirror to English Character**" (Murray, 7s. 6d.), creates an impression of the characteristics of our race from the Middle Ages to the present day as illustrated in drama and fiction. It is, too, a critical survey of writers pieced together very clearly by extracts from their works and comparisons in style.

THE SIGN

"It will be augury of the dawn of civilisation when the first medical officer of health or sanitary inspector is buried in St. Paul's Cathedral or Westminster Abbey—if a niche can be found for one whose life's endeavour was to give health and prolong life, amongst those whose fame lay mainly in the direction of shortening it!"—*From "The Local Government Officer," by L. Hill (Allen & Unwin) 5s.*

THE MONTH'S BEST FILMS

December Releases

Mr. Deeds Goes to Town—Columbia. Reissue of Gary Cooper's most delightful film up to date. Worth seeing again, and not to be missed if you failed to see it the first time.

Spawn of the North—Paramount. A drama of Alaska in the pioneer days, dealing with the professional rivalry of two fishermen. George Raft, Henry Fonda and Dorothy Lamour head an efficient cast, and there are some fine nature shots, notably of the fall of the icebergs.

Having Wonderful Time—R.K.O. Radio. It is not easy to see the "wonderful time" which Camp Karefree promises its patrons. Ginger Rogers, one more of New York's weary workers, meets Douglas Fairbanks, a penniless law-graduate, working his way through college as a waiter, and thereafter the usual quarrel-makeup—quarrel—marry formula is followed. Humorous and slightly satirical.

Kentucky Moonshine—20th Century Fox. Crazy tactics with the Ritz Brothers posing as genuine Hillbillies. Their rather complicated adventures in evading recognition and the innumerable scrapes in which they land themselves provide material for an uproarious comedy, to which Slim Summerville adds his own contribution.

Meet Mr. Penny—A.B.P.C. At last the homely and rather wistful radio favourite may be seen as well as heard. Fabia Drake and Vic Oliver appear in a story of suburban catastrophe and feminine wiles that is likely to have a wide appeal.

This Man is News—Paramount. The chaotic atmosphere of a film newspaper office adds to the rising tempo of excitement in this story of murder and printer's ink. A most entertaining film, thoroughly recommended.

Crime School—Warner. Prison reform is in the air and on the screen, too, at the moment. The Dead End Kids—with their locks, alas, still unshorn—repeat their stuff in slightly different circumstances. Good acting in a sincere production is marred by unintelligible speech.

Professor Beware—Paramount. A slapstick film built around Harold Lloyd, who believes himself to be the reincarnation of an old Egyptian king. His "affaires du coeur," ancient and modern, form the chief worry of this dreamy professor.

Weighty Civic Problem

A dead whale weighing 100 tons, washed ashore in San Fransisco harbour, presented that city with a problem it had not encountered before. The carcass, beginning to send forth odours, nearly drove nearby residents from their homes. A rendering company offered fifty dollars for the huge body for the fat it contained, provided it was towed across the harbour to its rendering works. The offer was accepted as an easy way to dispose of the carcass, but the city lost over 2,000 dollars on the deal. Ropes needed to drag the whale off the beach into the water cost 885 dollars. Services of a tug-boat and its crew ran up to 500 dollars. Riggers, a derrick and barge added 700 dollars more. Something will be salvaged from the sale of the rope, but city officials hope no more whales come through the Golden Gate looking for a place to die. —(*Canadian Municipal Review.*)

GIVE THEM THE BEST THIS CHRISTMAS

When Christmas comes you will do what this man is doing. You'll give your family exciting presents and plenty of Christmas fare. You'll give them the best that money can buy. But do you put the most important things first? Have you provided for their protection against possible poverty should you die? Don't let Christmas pass without presenting them with a NALGO family income policy—the best you can get.

If you are 30 next birthday, for a monthly payment of £3 5s. 0d. you can guarantee for your dependents if you die during the next thirty years:

- £200 on death;
- £3 a week for the remainder of the thirty years; and a further £800 at the end of that time.

If you survive the period you will receive £1,000

Name .....
Address .....
Age next birthday .....

FILL IN AND POST NOW to NALGO (Life Dept.) 24, Abingdon Street, London, S.W.1, for details of a "Family Income" Policy.

Give them a NALGO "FAMILY INCOME" Policy

SCOTTISH NOTES

MEMBERSHIP is still going up. The returns from branches show that Glasgow has reached its peak membership with 200 more than last year. Lanarkshire has an increase of 103, Renfrewshire (Paisley and district) 69, Dumbartonshire 68, Falkirk 46, and Fife 40. We expect an increased membership in Scotland of close on 1,000. For the past eleven years membership has steadily increased.

Whitley Council

At the last meeting of the executive of the Whitley council the question of a basic scale for female staffs was discussed. An offer of £110 as the maximum of the basic grade by the employers' side was made, and this was later raised to £120, but our side was not prepared to accept that figure, and the question was adjourned to a future meeting.

In presenting the case for sanitary inspectors, the divisional secretary stated that a definite qualification for sanitary inspectors was now required by Statute and a higher educational standard was demanded. The supply of qualified inspectors at present barely met the demand, and it was considered that their standard of remuneration should be raised.

A memorandum on the subject is to be prepared for the next meeting of council.

Ayrshire Branch.

At the branch executive on November 2, the divisional secretary reported on the placing of juniors on the new grade.

A letter from the county clerk, confirming the arrangement made, stated that as from April 16, 1940, the salaries received would be in accordance with their ages at that time and that the difference between their present salaries and the salaries to which they would be entitled at that date, in accordance with age, would be made to them in two equal annual increases, the first of which would be applied immediately, retrospectively from April 16, 1938. Difficulty arose later as no one noticed at the time the difference between incremental years and calendar years. However, all the young men concerned received certain increases and a means of adjusting the difference is now being investigated.

Aberdeen Branch

Most Aberdeen members will be aware that the finance committee's recommendation to adopt the Whitley council basic scale of salary was sent back by the Town Council on the ground that the present scale was, on the whole, more favourable than that proposed. The divisional secretary has made consultations and although no statement can yet be made, we trust that there is every prospect of a favourable decision at the next meeting of Council.

Personal

Mr. Robert Urquhart, president of Dunbartonshire branch, has been appointed

county clerk deputy of Renfrewshire at a salary of £1,200, rising to £1,700.

East Lothian Branch

The salary scale recommended by the Whitley Council has not been adopted when the branch executive met on October 28. The divisional secretary stated that he understood the county council still had the whole question of salaries under consideration. He interviewed the secretary to the Whitley council, who thought that he, the secretary, should communicate with the county council on the matter.

North of Scotland Branch

At the autumn meeting of the branch strong criticism was made of the lack of representation on the Scottish district committee by someone conversant with affairs in the Highland districts, and the secretary was instructed to suggest to the district committee that a re-allocation of seats should be made on a regional basis. Future meetings of the branch will be held in the county buildings, and tea will be provided.

HOME TRUTHS FROM KELSO

"YOU are exceedingly important people," said Sir Ian Colquhoun, Bt., to the members of the Scottish Eastern Border Counties branch in proposing the toast of the local government service during the branch annual dinner at Kelso.

"It is your duty," he continued, "to guide your different councils in a wise and far-seeing manner, and, in particular, to control their extravagances."

POINTS ON HOUSE PURCHASE

2. The Inspection

By C. W. Craske, A.R.I.B.A.

In a recent number, Mr. Craske discussed the "snags" confronting those thinking of buying a house, yet inexperienced in the procedure, and the help they can receive from the Nalgo Building Society. This month he gives the main points to be observed when inspecting property.

IF the house is not fully built, it should at least be plastered internally before application is made to the Society for an advance. Earlier action may be taken if completed houses of the same type are nearby, and open to inspection; or where plans and specification exist that can be forwarded for consideration. If the house is occupied, arrangements must be made for the Society's surveyor to be admitted, when he calls to make his inspection. This is normally short but thorough, and need cause no inconvenience to the occupant of the house.

In viewing a new site, be forewarned against "made up" ground, i.e. hollow ground which has been filled to bring it up to a level, as this is a common cause of settlement cracks in the building unless special precautions are taken in the foundations. Quality in the materials used by the builder should be looked for, rather than showy features; this applies to the interior as well as to the outside, particularly in property built as a speculation. Fascinating fittings for the kitchen and bathroom are often put in as an inducement to purchase, while other and more important matters may be overlooked.

It is a good plan to take a note-book and a two-foot rule on your inspection, and check the truth of such statements as "room for garage." Good fences and well-paved paths should be noted, as these add greatly to the value of the house. Query also the following points, marking them off in the notebook as answered:

Aspect. Will the rooms get enough sun, and at suitable times?

Roads and footways. Are these made up, or will there be a subsequent demand for road making charges?

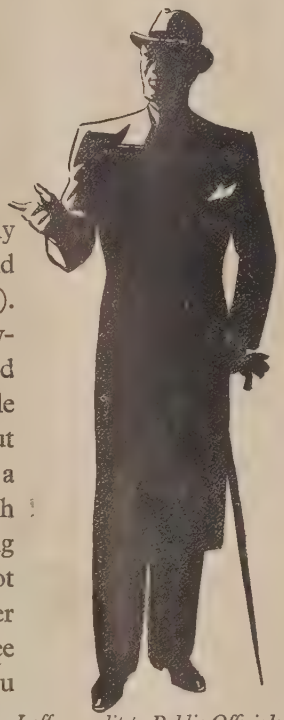
Open spaces. If any exist near the house, in what way are they likely to be developed; are they "earmarked" for Council housing, for instance, or for industrial uses? If a town-planning scheme exists, a visit to the offices of the local authority to see the map is advisable.

Travel and amenities. Nearness of railway and other services, schools, facilities for recreation according to your particular requirements.

Water, gas, electricity, main drainage, rates and other outgoings.

If satisfied on these points you may apply to the Society to ascertain the amount which can be borrowed. The local correspondent of your branch has an official form for this purpose.

I must have hush!



It's about the special credit terms which I so gladly extend to Public Officials (only 6d. in the pound charged and the convenience of six months to pay). As you may know, I can't offer these terms to everybody on my present marked prices as the risk of bad debts would not be covered. In dealing with people in assured positions it's a very different matter, but you'll be doing me a real favour if you will maintain a sphinx-like silence about my special arrangement with you. I do not want my public antagonised by learning that you can get something which they can't; I'm not a philanthropist and I simply could not afford to offer credit to everybody unless I raised my prices. You see my point don't you? So S-h-h-h! Thank you

Suits from 4 gns
(or 15/- a month)

I offer credit to Public Officials ONLY with a nominal 2½% extra for clerical expenses, provided they mention this paper when ordering. All prices marked in plain figures

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Stuart

VALUABLE PRIZES THAT YOU CAN WIN

Contributions Wanted for "Beano 1939"

DO you ever think of a good joke or a cunning plot for a story? Most people do, yet few turn their inspirations into £. s. d.

Many of the brightest ideas are forgotten. Many more are passed on by word of mouth until some enterprising person uses them for commercial ends. Do not miss your chance this time, but "write-up" or illustrate your joke or your short story and enter it for the "BEANO 1939" competition. It might bring you five guineas.

Look at the prize list below and see which sections appeal to you. One at least is bound to suit your particular talents.

The more material you give us to use in the making of "BEANO 1939" the more we can give readers, and the more profit we can make for the Benevolent and Orphan fund.

Entries must reach the Editor by January 9, but this will give you plenty of time to get down to work and add the finishing touches during the Christmas holiday.

SHORT STORIES
(between 1,000 and 4,000 words)
FIRST PRIZE—Five guineas
SECOND PRIZE—Four guineas

(between 800 and 1,000 words)
FIRST PRIZE—Four guineas
SECOND PRIZE—Three guineas
CONSOLATION PRIZES—One guinea for each story used

ORIGINAL ANECDOTES AND JOKES (not exceeding 200 words)
FIVE FIRST PRIZES of five shillings each
CONSOLATION PRIZES of 2s. 6d. each

HUMOROUS ARTICLES
FIRST PRIZE—Three guineas
SECOND PRIZE—Two guineas
CONSOLATION PRIZES—Half a guinea for each article accepted

HUMOROUS DRAWINGS (Colour, Pen and ink or Brush Work)
FIRST PRIZE—Five guineas
SECOND PRIZE—Three guineas
FIVE CONSOLATION PRIZES—One guinea each
Other drawings accepted will be paid for according to merit

ARTICLE ON ANY SUBJECT (not humorous)
FIRST PRIZE—Two guineas
SECOND PRIZE—One guinea
CONSOLATION PRIZES—Half a guinea for every other article accepted

POEMS (not exceeding 60 lines)
FIRST PRIZE—One guinea
SECOND PRIZE—Half a guinea
CONSOLATION PRIZES—Five shillings for every poem accepted

PICTORIAL, "HUMAN," OR AMUSING PHOTOGRAPHS of Local Government Interest
FIRST PRIZE—Two guineas
SECOND PRIZE—One guinea
CONSOLATION PRIZES of half a guinea for each photograph published

OTHER ENTRIES
Prizes will be awarded for other original contributions not falling into any of the above categories

CONDITIONS

Any number of entries may be made by one person in any or all competitions.

Winning entries will be published anonymously or under a nom-de-plume if requested, but the entrant's name and address must be stated on every entry.

All entries must be written on one side only of the paper—preferably in typescript.

Unpublished contributions will be returned only where a stamped, addressed envelope is enclosed. Contributions for more than one section *must be* accompanied by a stamped, addressed envelope for each section if they are to be returned.

The Editor's decision is final and all rights of publication of any entry are reserved.

The Editor reserves the right to reduce the prizes in any section should entries fail to reach the required standard.

Entries should be sent to N.A.L.G.O. Headquarters, 24, Abingdon St, London, S.W.1. to arrive not later than January 9, 1939.

INEXPENSIVE STATE PENSIONS

Ministry's "Last Chance" Offer

THE Ministry of Health urges members of N.A.L.G.O. who were under 55 on January 3rd, 1938, to join the new contributory pensions scheme not later than *January 2nd*, 1939.

The scheme enables salaried officers whose income puts them outside the main contributory pensions scheme—in other words, who receive from £250 to £400 a year—to secure protection for themselves and their families at exceptionally low rates, but application must be made not later than *January 2nd*, 1939.

This is what is offered for 6d., 10d., or 1s. 3d. a week: 10s. per week for a widow, 5s. for the first child and 3s. for younger children. The orphans pension is 7s. 6d. a week and the old age pension is 10s. a week at 65 with an additional pension of 10s. a week to the wife of a pensioner when she also reaches 65. You might have to pay as much as 15s. a week to gain the same benefits from a commercial insurance company if you are 40 or over.

Even though the husband is ruled out merely because of his age, that need not prevent the wife from joining.

Application Forms should be obtained from the Post Office, where an envelope addressed to the Ministry of Health will be supplied.

Do not send your application to N.A.L.G.O.

NALGO BUILDING SOCIETY
Free Advertising Scheme

Ormskirk (Lancs.). Semi-det. freehold (chief rent £3 10s. p.a.). 2 recep., 3 bed., bathroom, etc. Plot 26 x 180 ft., no road charges, £420.—56, Yew Tree Road, Ormskirk.

Wembley Park (Middx.) — Freehold semi-detached Bungalow, 5 rooms, bathroom, etc., plot 43 x 112 ft., no road charges, Ideal boiler, brick garage, excellent condition, repainted externally. Near Metro. station. £925, or near offer.—11, Forty Close, Wembley Park, Middx., or phone GLAdstone 4302.

Kenton (Middx.)—Modern, semi-det., freehold, 2 recep., 3 bed., kitchen, scullery, bath, sep. w.c. Large well-laid-out garden, garage, near L.M.S. (Kenton) and Met. (Northwick) stations. £1,175, or near offer.—65, Kenton Road, Kenton, Middx.

LOGOMIA'S YEAR OF PROGRESS

Effect of the Crisis

MORE than most N.A.L.G.O. activities is life assurance affected by external influences, and the record of new proposals received during the past year provides an interesting picture of the national temperature.

The period February-May is always a busy one for the Life Department, for then income tax is constantly brought to the minds of members.

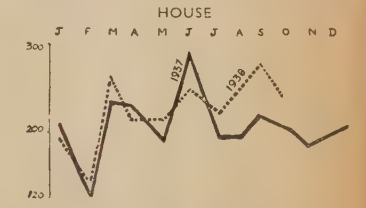
The rush to take out insurances is followed by a summer slump, presumably due to the holidays, and the lack of incentive to assure on account of the temporary good health which usually prevails then.

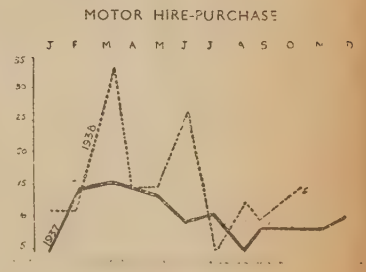
The developing international crisis abruptly checked this summer slump during August. First came such "war-conscious" inquiries as: "Is my Policy affected if I join the Territorial Army?" and "Am I covered if a bomb hits me?" Happily for policyholders, these questions could be answered in the affirmative.

Whilst all this was happening, proposals began to come in at an alarming rate, with requests that cover should be given by return.

Another feature of the year has been the popularity of the "Family Income" scheme to help officers to protect their families in the event of death before the age of retirement on superannuation. Up to October 31 the number of proposals received exceeded the corresponding figure for 1937 by approximately 60 per cent.

Both house insurance and motor hire purchase have shown substantial increases during the year, as the following diagrams indicate:





Only

a Week

Brings you:

Seven shillings a week when you're ill;
Twopence a week back, if you keep well; and
Free residence at Nalgo House, finest convalescent home in the Peak district.

If you think it worth threepence, and care to let us have your name and address, we will gladly send further details. The age limit is 50.

Nalgo Provident Society

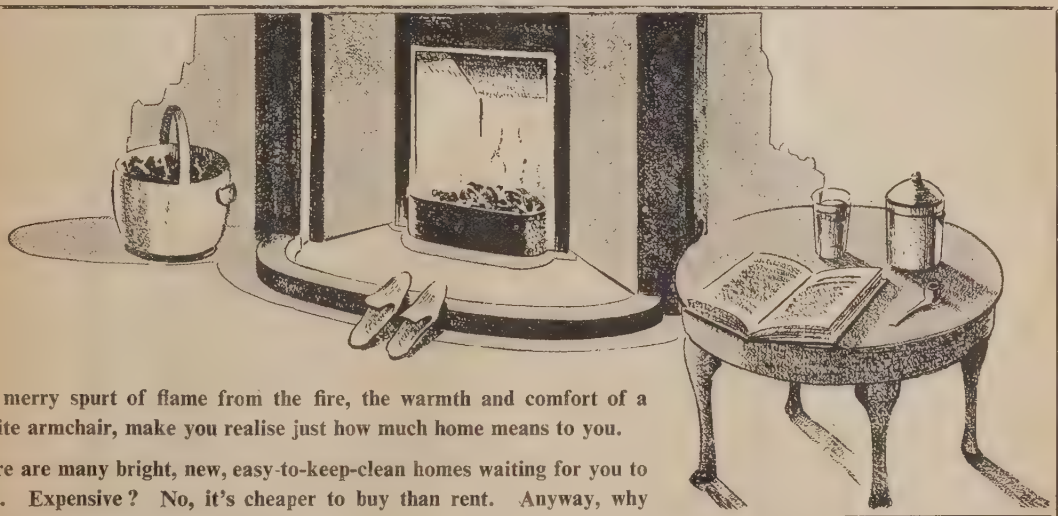
Nalgo Provident Society, 24, Abingdon St., London, S.W.1.

Name.....

Address.....

.....

Dec.



The merry spurt of flame from the fire, the warmth and comfort of a favourite armchair, make you realise just how much home means to you.

There are many bright, new, easy-to-keep-clean homes waiting for you to choose. Expensive? No, it's cheaper to buy than rent. Anyway, why buy a house for your landlord?

The Nalgo Building Society—your own society—will make you an advance at 4½% (or 4¼%). In approved cases 100% of the value or the purchase price (whichever be the lower) will be provided. Write now for particulars.

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November Competition Result

IMPROVING A.R.P. PLANS

TO ask individual members of N.A.L.G.O., most of them lacking the technical and all of them the military and strategic knowledge required, to sit down and improve on the schemes of air raid protection devised by experts during months of research and discussion was a tall order. But the difficulties of the task have not deterred a large number of readers from attempting it.

Many entries deal exclusively with local shortcomings, delays in supply of equipment, defects in the training of personnel, and the like. These are disqualified, for it was criticism of the plans, not of their execution, that we asked for.

Of those who did criticise the plans, GEORGE MELL was the most sweeping, declaring the whole scheme to be totally inadequate and demanding bomb-proof shelters for all, more effective evacuation measures, and Government control of supplies to check profiteering. E. CUNNINGHAM advocated either the transfer of A.R.P. to authoritative central control, with paid service, uniforms and compensation provisions, or, rather vaguely, its closer co-ordination with communal services. F. G. HOWARD urged that a single Government department be made responsible for all A.R.P. measures, to which local government officers should be recruited, and that time-limits should be laid down for the completion of all local precautions in stages. W. GOODFELLOW wanted to see A.R.P. officers recruited from local government staffs, who possess local knowledge, organising experience, and valuable technical qualifications, rather than from outside the Service. "F.S.M." placed his faith in a comprehensive National Register, based on an accelerated 1941 census and including details, not only of the special qualifications or disabilities of each individual, but of such matters as private evacuation plans. R. B. ANDERSON advocated compulsory national service, combined with more effective administrative machinery and the adequate provision at once of shelters and equipment.

First prize of £2 2s. is awarded to L. J. A. S., CARLISLE (the rest of his signature is illegible) for a comprehensive and practicable scheme going beyond the present plans:

1. The Home Office must decide broad policy and circularise local authorities with general instructions common to all districts, and special ones to cover individual areas.

2. The local authorities must then be permitted to work their schemes free from further interference.

3. Wherever possible every householder must have his own shelter or trench. Assistance must be given with materials and advice.

4. Public shelters and/or trenches must be supplied for those crowded in offices in the centre of towns, for those caught in the streets, and for those not supplied with their own.

5. Factories must be encouraged to supply their own organisation (including shelters, squads, decontamination and first aid posts).

6. The public must be taught, by public lectures, exactly what they will be expected to do. Water supply will be cut off in certain districts. Householders must have their own little store.

7. Local authorities must be permitted to buy stocks of necessary materials immediately, for although days are sufficient for organisation, months are required for supply of materials.

8. Prices must be controlled.

9. Fitting of masks must be made compulsory and damaging them an offence.

10. It must be made compulsory for at least one room to be made splinter and gas proof in every new building.

11. The standing of A.R.P. volunteers in time of war must be defined, otherwise men will be called up and the scheme thrown out of gear at the very time that it is needed. A National Register would probably be a great help in deciding the people who would be more useful on other work.

Second prize of £1 1s. goes to Harold J. Evans, Liverpool, for suggestions which, though possibly unduly bureaucratic, contain some useful ideas:

Take a census of all staffs not available for military service. For the more active jobs, such as auxiliary firemen, detail men between 45-50 years of age, and give the less exacting jobs to the older men. Train all these men as specialists and build the volunteer force around them. Divide all A.R.P. work into sections and sub-sections, with Corporation officials as acting N.C.O.'s., thus keeping responsibility within the bounds of Corporation Authority. For trench making let each section be responsible for a district.

Train hospital staff for first aid and orderly work.

Issue orders monthly to each section, to be passed on to all householders, and inform them what they are expected to do in a raid. Provide each section with equipment, to be available at all times—stores of sand and bags in every street; shovels, picks, and electric torches.

Make recommendations for iron rations to all householders. Instal a telephone at each section N.C.O.'s house.

HOW TO HELP

THE N.A.L.G.O. BENEVOLENT & ORPHAN FUND

WHEN YOU GET THAT "RISE"

Make a thanksgiving offering to your less fortunate colleagues. Pay a few shillings to the Benevolent and Orphan Fund.

Christmas spirit in the Public Health Department.

E. MIDLAND DISTRICT COMMITTEE

To Combat Unfounded Criticism

A strong plea for the immediate consolidation of the Association's plan of public relations by the early appointment of public relations officers in each branch, and a watchfulness at all times to combat unfounded comment on the Service, was made by the President of the Association, Mr. J. L. Holland, at the district committee, at Northampton on October 29.

The result of the ballot for the twelve seats out of seventeen seats allotted to N.A.L.G.O. on the staff side of the Provincial Whitley Council was declared. The five remaining seats are held by the three elected members of the N.E.C., the hon. secretary of the district committee and the divisional secretary.

The divisional secretary reported the adoption of the following measures by local authorities: Buxton B.C. improved salary scale and revised holiday scheme; Basford R.D.C., revised scales for hospital staff; and Leicester C.C., revised holiday scheme and scale of sick pay.

The district annual meeting is to be held at Nottingham.

SOUTH EASTERN AREA

On a motion from the Brighton branch the district committee, which met in London on October 29, discussed one of the courses conducted by the N.A.L.G.O. Correspondence Institute. A motion suggesting a complete review of the course concerned was formed and will be considered by the Association's education committee.

Benevolent and Orphan Fund grants of £28 4s. 4d. a week were approved. Mr. H. W. Smith explained how impossible it was to expect probationer nurses to become members of the fund. The

continued in next column.

ICE SKATING SECTION'S POPULARITY

Facilities for London Members

The Metropolitan District Ice Skating Section, which started only a year ago with 50 members is now well on the way to the two thousand mark—proof alike of the popularity of the sport and of the facilities the section offers.

For an annual subscription of only one shilling, members are entitled to substantial reductions at most of the London rinks—Richmond, Streatham, Harringay, Earls Court and Wembley—discounts on equipment, and other concessions.

Special sessions have been reserved for N.A.L.G.O. skaters at Harringay on Thursdays from 6.45 to 7.45 p.m. and at Earls Court on Tuesdays from 7 to 7.45 p.m. Season tickets for these sessions may be obtained at 12s. 6d. and 6s. 6d. respectively. Music is provided for ice-dancers.

The section has planned an Ice Gala to be held at Earls Court on March 10 next. Exhibitions will be given by famous skaters, including Mr. Reg Wilkie and Miss Daphne Wallis, the world ice dance champions.

The section has also obtained a reduction from one guinea to half a guinea in the subscription to Queen's Club, the only private ice skating club in London.

Full particulars may be obtained from E. W. Pereira, 38, St. Bartholomews Road, East Ham, London, E.6.

continued from previous column.

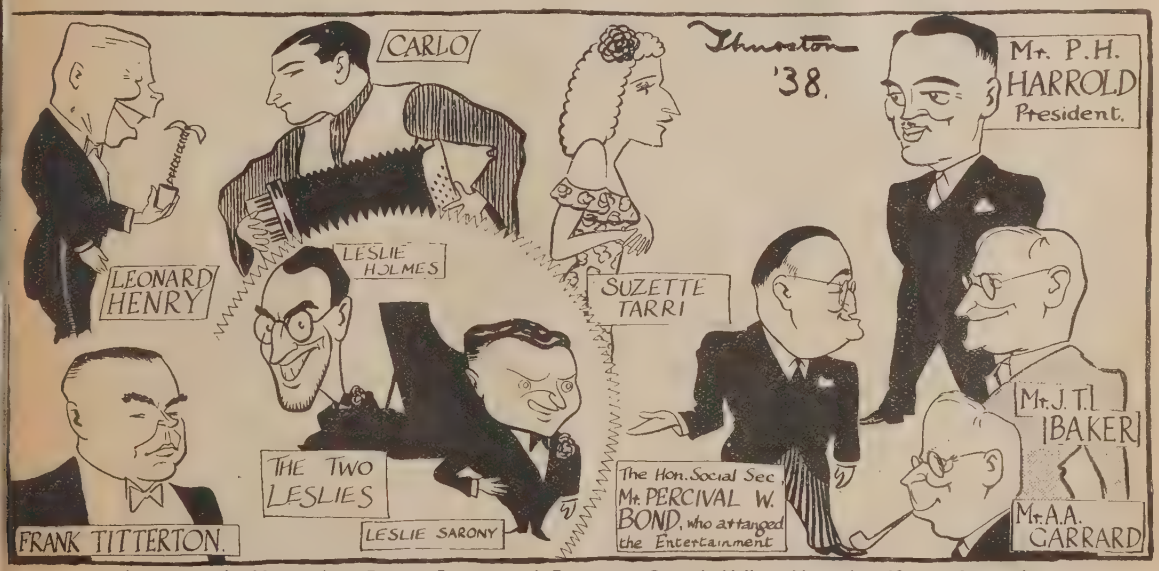
East Kent branch outlined a "Quota" scheme urging payment by members to the fund according to their salaries. Copies of the scheme were to be sent to all branches in the district.

It was announced that Mr. F. A. Bristow did not intend to seek re-election as honorary secretary to the district at the annual meeting this month.

MR. W. W. ARMITAGE, to whom the Sheffield branch presented a silver casket and an illuminated scroll expressing appreciation of his work for the betterment of working conditions in the Service. He has been chairman of the branch for 10 years and was president of N.A.L.G.O. during the year 1937-38.

IN OLD MONTEREY

In old Monterey, California, a vote is taken to pick the "Shack of the Month," which means the most unsightly building in town. Owners of the "winning" shack in most cases respond to the verdict with good grace, and many an eyesore is thus eliminated.



Artistes at the Metropolitan District Reunion and Concert at Queen's Hall on November 18th together with officers of the Metropolitan District.

Mr. SAM LORD

Retirement of a N.A.L.G.O. Stalwart

It is with regret tinged with envy that his colleagues still in the Service will bid an official farewell to Mr. Sam Lord, who has just retired from the position of borough treasurer at Acton after thirty-four years of municipal life—regret because N.A.L.G.O. is losing a stalwart, envy because Mr. Lord's manifest youthfulness will assure him an active and happy retirement.

His great work for the Association, of which he is a founder-member, was recalled at a dinner given in his honour by the Acton branch.

Mr. Lord has served on the National Executive Council, with two brief intermissions, since 1911, and was its chairman in 1932. He became president and a trustee of the Nalgo Approved Society on its formation in 1912 and has been a member of its committee of management since then. He was the founder and first chairman of the Nalgo Provident Society. He became a trustee and a member of the management committee of the N.A.L.G.O. Benevolent and Orphan Fund at its inception and retained both offices without a break. He was elected to the board of the National and Local Government Officers Mutual Insurance Association Ltd., in 1918, and later became its chairman. He has been chairman of the management committee of the N.A.L.G.O. Convalescent Home since its formation in 1923.

Apart from his activities in founding and directing schemes to improve the professional and domestic life of his colleagues few men have such a record of service in the sphere of local government as Mr. Lord. He has served on many committees of the Association of Municipal Corporations as a financial adviser and representative in negotiations with government departments on exchequer grants, housing, finance, superannuation, and unemployment, and with railway companies on the assessment of railway undertakings. He was a member of the first Consultative Council on General Health Questions, of many financial advisory committees to the Ministry of Health, and of the Departmental Committee for Necessitous Areas, and others.

He has also held prominent positions in the Institute of Municipal Treasurers and Accountants, the Association of Local Government Financial Officers—which he founded—the Institute of Public Administration, and the International Union of Local Authorities.

December Competition

MONEY-MAKING IDEAS WANTED

It is estimated that, at the end of the year, the Benevolent and Orphan Fund will be facing a deficit of £3,000.

We offer a first prize of £1 1s. and a second prize of 10s. 6d. for the best original and practicable suggestions for raising funds.

Entries, not exceeding 100 words, must reach the Editor, LOCAL GOVERNMENT SERVICE, 24, Abingdon Street, London, S.W.1, by first post on Wednesday, December 14.

CONGRATULATIONS TO—

Mr. J. Arthur Cowley, chairman of the Northwich branch, for completing 53 years' service with the Northwich urban council.

Mr. J. F. Gee, who was for many years a member of the Association's National Executive Council, on his election to the Ashton Ward of the Preston Town Council, after retiring from the service as an officer.

Councillor Andrew Wilson, J.P., a member of the Merthyr Tydfil Corporation since 1905, who has received the freedom of the borough.

Mr. H. G. Reed, formerly deputy town clerk of Deptford, who has been appointed town clerk.

The man who received a cheque for 10s. from the N.A.L.G.O. Approved Society in July, 1933, in settlement of a claim for benefit, endorsed it in February, 1935, and returned it to the society last month in three pieces, stating that he wanted a new one.

THEY SAY—

No Decrease in Social Services

"We would all like to subscribe to the cry, 'these rising rates must cease.' The Council would welcome any suggestions that would not harm those the Council were called upon to serve."—Alderman E. Alec Blaxill at Colchester branch annual dinner.

All in the Same Boat

"I know nothing about local government, but I have had some dealings with it and always been the loser."—Duke of Norfolk at Sheffield Branch annual dinner.

NEWS FROM THE BRANCHES

Whitleyism to the Fore

Whitleyism is well to the fore this month. The adoption of Whitley salary scales was urged by the Walton-le-Dale and Leyland branch, a special service conditions subcommittee was established at Conway to consider Whitley scales and on the personal testimony of a member of Wardle to the value of those scales at his own branch, the executive of the Littleborough branch was asked to investigate.

Officers Elected

At this time of the year many branches hold general meetings to elect their executives for the coming year.

Here are a few of the officers appointed:

Glamorgan C.C. (a) Llwynypia hospital—chairman, Mr. John Evans; Mr. David Price, hon. secretary.

(b) **Pontypridd and Rhondda**—Chairman, Mr. A. H. Woods; joint hon. secretaries, Mr. H. F. Thomas and Miss D. Tromans.

Rhyl—Chairman, Mr. W. Rowlands; secretary, Mr. J. P. Williams.

Personal

Mr. S. E. Allen, who retired from the position of borough treasurer of Burton-on-Trent owing to ill-health, has been presented with an engraved silver salver from his late colleagues.

Obituary

We regret the death of **Mr. Stephen C. Herbert,** deputy clerk to the Hereford R.D.C. and hon. treasurer of the branch. He had for many years taken a keen and active interest in the Association.

N.A.L.G.O.'s PHILATELIC SOCIETY

Every Member Can Help

The Halifax branch is running a philatelic society to raise funds for the Benevolent and Orphan fund, and wants your assistance.

You can help the Society by doing any or all of the following:

Joining—there will be no subscription as members will pay postage both ways on approvals sent them;

Giving your duplicates;

Collecting foreign and colonial stamps and forwarding them to be priced at a proportion of their catalogue value and sent on approval to members;

Sending your old collections if you are no longer interested in them; and

Asking your oversea correspondents to send you stamps regularly, passing them on to the Society.

The secretary to the Society is Mr. W. B. Renton, 28, Cromwell Street, Halifax, to whom all gifts of stamps and enquiries should be addressed. You can help—will you?

★ EXPERT TUITION

★ LOWEST FEES

★ GREATEST CONVENIENCE

Expert tuition by practical men can be obtained in the comfort of your own home at lowest cost through the N.C.I. Here is one of the examinations for which the N.C.I. can coach you successfully:

The Testamur of the Institution of Municipal and County Engineers—widely recognised in the local government service. The Institution has recently issued a new syllabus for the examination and a new comprehensive course covering every subject has been prepared by the N.C.I. Details of the course will gladly be supplied.

NALGO CORRESPONDENCE INSTITUTE

To Nalgo Correspondence Institute, 24, Abingdon St., London, S.W.1.

Please send details of your course for the Testamur of the Institution of Municipal and County Engineers.

Name .....

Address .....

.....

WINTER HOLIDAYS IN GLORIOUS SUNSHINE

Arrangements have been made for Winter holidays in Switzerland, Paris and the French Riviera. Expert advice will be gladly supplied to interested members.

If you want a sunshine holiday for sports or recuperation, write to:

N.A.L.G.O. "WINTER HOLIDAYS"
24, Abingdon Street, London, S.W.1

COATS AND COSTUMES

BEFORE BUYING call and compare the prices offered by
J. E. WEAVER (Wholesale Manufacturer of Coats & Costumes, *Established over 25 years.*)
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● We are the actual makers and show 25% reduction on all shop prices. If you are not stock size, made to measure in a few days. Urgent orders executed in 36 hours. ENTIRE SATISFACTION GUARANTEED
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Hours 9.30 to 7. Saturday 9.30 to 1 o'clock.

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CHAMBERS COLLEGE founded in 1885 provides the finest and most up-to.date Home Preparation Courses for all Municipal and Civil Service Examinations, including:

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G.P.O. Engineering (age 18-23)
Typist (age 16½-25)
Customs (age 19-21)
Board of Trade (age 20-25)
Police College (age 20-26)
Etc., Etc.

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We definitely guarantee to get you through your chosen exam. If we fail to do so, then your tuition fee will be refunded in full.

POINTS IN OUR TUTORIAL SYSTEM.
● Fees are inclusive of latest editions of all necessary standard text-books.
● All fees may, where desired, be paid by moderate monthly instalments.
● All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal and Civil Service Examination requirements.
● Our Pass Record in all examinations is consistently well over 90 per cent., and includes many top places.

You are invited to fill in and post the attached coupon for a FREE copy of our Civil Service or Municipal Guide which will be gladly sent without any obligation whatever on your part.

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SUPERANNUATION PROBLEMS SETTLED

Appeals Under the Local Government Superannuation (Administration) Regulations, 1938

THE Minister of Health has given the following decisions on appeals submitted to him under the provisions of the Local Government Superannuation (Administration) Regulations, 1938:

Previous service under Poor Law Officers Superannuation Act, 1896:

(a) An officer who contributed under the Poor Law Officers' Superannuation Act, 1896, and voluntarily resigned his appointment in 1916 and accordingly was not entitled to a refund of contributions paid by him under that Act, is not entitled to have the service during which he so contributed reckoned as contributing service for the purposes of the Act of 1937. The only persons who may become entitled to reckon as contributing service any previous service under the 1896 Act are "transferred poor law employees," "transferred rating employees," and "registration officers." The officer did not fall within any of those classes of persons. The employing authority's decision that the service is reckonable as non-contributing service was correct, and accordingly the officer's appeal that it should be reckoned as contributing service was dismissed.

(b) A former poor law employee, who contributed under the 1896 Act since before attaining the age of 18 years voluntarily resigned in 1927 and accordingly was not entitled to a refund of contributions paid by him under that Act. The Minister decided, on grounds similar to those mentioned in (a) above, that the period of service since attaining the age of 18 years during which contributions had been made under the 1896 Act is reckonable as non-contributing service for the purposes of the 1937 Act, and that the definition of "service" in section 40 (1) of the Act of 1937, so far as it was applicable to this case, precluded the reckoning of any period of employment prior to attaining the age of 18 years.

Previous service in Northern Ireland: A period of service with the Belfast Corporation is not reckonable as service for the purposes of the 1937 Act as the provisions of the Act as to reckoning of previous service cannot be construed as applying to service rendered to a local authority in Northern Ireland.

Superannuation of Supplementary Teachers in Provided Schools—Previous service in Non-provided Schools.

A supplementary teacher employed in a school provided and maintained by a local authority is not entitled to have reckoned as non-contributing service for the purposes of the Act previous service in a school maintained but not provided by the authority. In view of the definition of "service" in section 40 (1) of the Act the Minister was unable to accept the teacher's contention that service rendered in a non-provided school immediately prior to a period of employment in a provided school was reckonable as service for the purposes of the Act.

TUITION BY POST—A WARNING TO STUDENTS

Liability for Fees on Unfinished Course

APPLICATIONS for legal assistance are frequently received by N.A.L.G.O. from members who have entered into an agreement to take a course of tuition by correspondence with commercial correspondence institutes. The member signs a form of agreement by which he agrees to pay the fee for the course by monthly instalments, and after some time has elapsed he decides not to continue further with the course. Accordingly he ceases to pay the monthly instalments which become due, and eventually the correspondence institute threatens him with legal proceedings to recover the arrears.

The member then applies to the Association for advice and assistance and usually says: "The amount I have paid to them is more than sufficient to recompense them for the tuition given to date and the documents I have received. Therefore I feel that they are not entitled to claim any more money from me."

In practically every case it is found that the wording of the agreement is such that the institute has a good legal claim to the balance of the fee which remains unpaid, and the member has to be advised that he cannot evade liability for payment of the remaining instalments by deciding not to proceed further with the course.

When an agreement has been entered into whereby a member has made himself liable to pay a fee for a correspondence course by instalments he is liable to pay the whole of those instalments whether he completes the course or not, in the absence of any provision to the contrary appearing in the agreement. The matter cannot be disposed of by the member notifying the correspondence institute that he does not intend to proceed further with the course, nor would it be any defence to an action brought by the institute to recover an outstanding amount of the fee to contend that the amount paid by the member to the date of the notification was sufficient to recompense the institute for the tuition given and any literature which may have been supplied.

A similar principle applies when the member, after signing the agreement and having "enrolled" as a pupil, decides not to proceed further with the course.

Members who contemplate taking a correspondence course with any correspondence institute should, therefore, carefully study the terms of any agreement which they may be asked to sign.

PART-TIME SERVICE

Officers employed by two or more Authorities

IN Section 40 (1) of the Local Government Superannuation Act, 1937, "whole-time officer" is defined as meaning:

> "in relation to any local authority, an officer who devotes substantially the whole of his time to their employment, and includes an officer who is employed by them for a part only of his time but devotes substantially the whole of the rest of his time to employment by one or more other local authorities."

It has come to the notice of the Association that, in the notifications issued under the Local Government Superannuation (Administration) Regulations, 1938, certain employing authorities have described as "part-time officer" a part-time employee who, by virtue of the fact that he fulfils the conditions mentioned in the above definition, is a "whole-time officer" for the purposes of the Act.

A part-time officer who devotes the whole, or substantially the whole, of his time to employment by two or more local authorities should appeal to the Minister of Health if in a notification issued to him he is described as "part-time officer." The grounds of the appeal would be that, in view of the above definition he ought to be regarded by the employing authority as a "whole-time officer" for the purposes of the Act.

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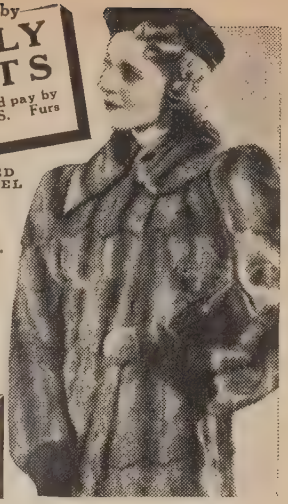

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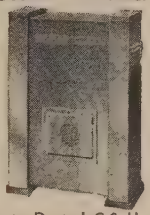

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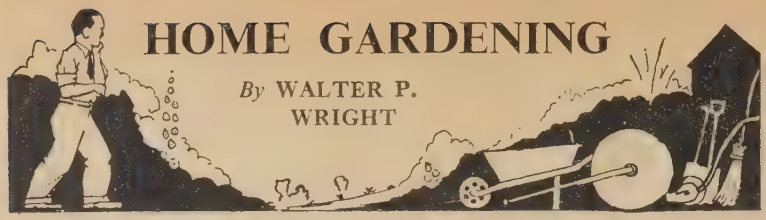

HOME GARDENING

By WALTER P. WRIGHT

WE come once more to the final month of the year—to the annual "wind-up."

With the majority of amateur gardeners there is probably a feeling that outdoor matters can look after themselves for a little while—a feeling that becomes accentuated as Christmas approaches. Well, yes. Nature is certainly equal to adjusting herself to circumstances. None the less, the person who rather seeks than evades jobs can always find them. In any event, he can go through the seed catalogues, making notes of things he proposes to order.

I have turned up my marks in the flower section of the 1938 catalogue, circulated, of course, in the early winter of 1937. Here are some things that I picked, grew, and shall certainly repeat in 1939.

Anchusa capensis Blue Bird: A gem, very compact in habit; height about 18 in.; colour bright blue. Don't miss this hardy annual on any account.

Antirrhinum Rock Hybrids: Almost the find of the year. Imagine a new race of Snapdragons growing only 9 in. to a foot high, compact in habit, varied in colour, lasting in beauty month after month, and ideal for the rockery. Don't miss them: they are suitable for cultivation as annuals by sowing under glass in winter.

Californian Giant Asters (Annual): The only section of China Aster which gave me no trouble from wilt-disease ("black-leg") this year. Height about 2 ft.; plenty of colour variation; need staking, though.

Calendula chrysantha: One of the most pleasing in colour (lemon-yellow) of all these cousins of the Marigolds; height about 2 ft.; don't, however, expect them to keep young and fresh throughout a long, hot summer, because they won't; be prepared to clear them off after mid-August or even before.

Chabaud's Giant Carnations: A very useful class, best raised early under glass, because then they can be got out into beds in June already in bloom, where they will last the whole summer through, and not only so but will go on blooming under glass in winter if potted-up in October.

Cheiranthus Allionii Golden Bedder: A yellow form of the orange Siberian Wallflower and best treated as a biennial, being sown in May or June for the following year's spring bloom.

Collinsia Salmon Beauty: Apparently a variety of the old Collinsia bicolor, but not itself a two-colour flower; it is a real little gem, growing about a foot high and bearing masses of salmon-coloured flowers.

Dahlia Ideal Bedding: A very useful selection, thoroughly varied in colour, which, although 2 to 3-footers, can look after themselves unstaked, because they branch naturally from the base; should be raised under glass in February or March.

Cynoglossum Blue Bird: A natural biennial, but can be treated as an annual by sowing under glass in winter; height about 2 ft.; colour brilliant blue; young foliage, slightly woolly.

Gilia liniflora Bunch of Lilac and G.I. White Swan: Hardy annuals perfectly suitable for sowing outdoors in spring, but well worth raising under glass for planting out on the rockery; somewhat slower to come into bloom than Linarias, they make a good succession.

Godetias Dwarf Mixed (or separate colours under name): A very useful section of one of the very best hardy garden annuals; height about 9 in.; bloom well into the autumn.

Leptosiphon French Hybrids: Small but good.

Russell Lupins: A new group which has thoroughly justified itself, embracing a wonderful range of fresh colours; height about 3 ft.; splendid displays of them were being made at London shows in September.

Linaria maroccana Fairy Bouquet: One of the loveliest of all the smaller annuals, charming in beds and on the rockery; well worth raising under glass for June and July bloom, but should not then be expected to last throughout August and September; height about 1 ft.

Nemesia Suttoni in variety: Very beautiful, but must be given good soil and regular watering to keep them through the summer, as they are shallow rooters; lovely range of colours; height about 1 ft.

Pentstemons as Annuals: Buy a mixed strain and sow under glass in spring so that reserve boxes of seedlings can be ready for filling vacancies in summer; they will then give beautiful displays in autumn and last till nearly Christmas, weather permitting.

Salpiglossis: Glorious but exacting 2 ft. plants which can be treated as half-hardy annuals for flowering from August to October by sowing under glass in winter, but need care; there are few annuals so graceful, or with such exquisitely veined and tessellated flowers.

Statice Suworowi: The Statices are valued as Everlastings and most of the species are raised under glass; but S. Suworowi is a hardy annual and may be sown outdoors in spring.

Finally, Ursinias anethoides and pulchra, and Venidium fastuosum hybrids, may be named as annuals which have found much favour during recent years; but the Viscarias are charming, too, and if space is limited are preferable.

These are a few suggestions for a future which I shall share no longer in contact with readers of LOCAL GOVERNMENT SERVICE. It has been a very long and also a very happy association, but Time exercises its relentless sway and with the Biblical threescore-and-ten far behind me I now lay down my pen. With perhaps somewhat diminished powers, but with undiminished esteem alike for Editor and readers, I say farewell.

BRIDGE

By Neville Hobson

CONTRACT COURSE

Initial Bids.

THERE are two vital essentials for an opening bid of a Suit, (1) 2½ Honour tricks must be held, (2) the Declarer must have a biddable suit.

The importance of holding the minimum of 2½ Honour tricks was emphasised in the last article, and it is now necessary to consider what are biddable suits.

Biddable Suits: This can be either (a) a 4-card suit headed by 1½ Honour tricks, (b) a 5-card suit containing ½ an Honour trick, (c) any 6-card suit.

A, Q, x,x or A, J, 10, x are biddable suits, but care should be taken on such a holding as K, Q, x, x unless the 10 is also held. If, however, the remainder of the hand has extra values, a suit bid may be slightly shaded.

If there are 5 trumps, either of the following will suffice: K, x, x, x, x, or Q, J, x, x, x.

Beginners are often worried at the prospect of bidding a suit consisting of J, x, x, x, x, x. as this suit lacks the three top Honours. It must be borne in mind, however, that the length in the suit makes up for the quick trick valuation, which is compensated for by the Honour tricks held in the outside suits, as if there are no Honour tricks in trumps, there must be a minimum of 2½ in the side suits, and the outside tricks enable the Declarer to force two rounds of trumps, at the end of which substantial control in the trump suit is usually secured.

No Trumps: In the case, however, of No Trumps, three Honour tricks are usually advisable, particularly when vulnerable. Most of the experts express dislike of an opening bid of No Trumps, and many players would prefer to bid One Spade on K, Q, 10, x, supported by 1½ additional Honour tricks than open with a No Trump, even though the hand was reasonably balanced.

Balance: Hands containing a singleton or a worthless doubleton should be rigorously avoided at No Trumps, but the writer considers that numerous games are missed through neglect to spot the hand that can produce 9 tricks in No Trumps, but which cannot possibly make 10 in any other bid.

Sound Opening Bids: One final word: Nothing destroys confidence in your partner more than unreliable and variable opening bids. Even when not vulnerable, these openings often lead to heavy and quite unnecessary penalties. Take this instance:

South, unvulnerable, holds **S.** K, J, x, x, x; **H.** x, x; **D.** A, x, x; **C.** x, x, x. With only 1½ Honour tricks and plus values he bids "One Heart." His partner North, holding **S.** A, x, x, x; **H.** 10, x, x, x; **D.** x, x; **C.** A, x, x. jumps to a game bid of 4 Hearts. This is doubled by West, who holds A, Q of Hearts and a good all-round hand, and South only obtains 6 tricks, incurring a penalty of 700 points, which is out of all proportion to any probable advantage.

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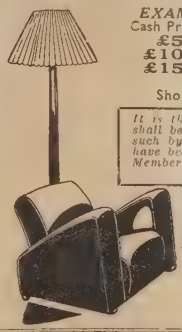

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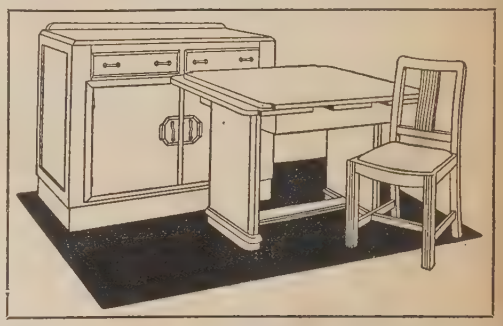

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